



## Eugene City Council

101 W 10th Ave., Suite 203  
Eugene, OR 97401  
541-682-5010 • 541-682-5414 Fax  
[www.eugene-or.gov](http://www.eugene-or.gov)

# EUGENE CITY COUNCIL AGENDA

November 14, 2022

## 5:30 p.m. CITY COUNCIL WORK SESSION

City Council meetings will continue to be held in hybrid format using in person and virtual meeting technology. Information about online or other options for access and participation will be available at <https://www.eugene-or.gov/3360/Webcasts-and-Meeting-Materials>

---

### Meeting of November 14, 2022; Her Honor Mayor Lucy Vinis Presiding

#### Councilors

Greg Evans, President  
Mike Clark  
Jennifer Yeh  
Alan Zelenka

Matt Keating, Vice President  
Randy Groves  
Emily Semple

---

## 5:30 p.m. CITY COUNCIL WORK SESSION

*Mayor: I call the November 14, 2022, City Council work session to order.*

### 1. WORK SESSION: Sustainability Commission FY22 Annual Report and FY23 Work Plan

*City Council President: Move to approve the FY23 Sustainability Commission Work Plan as proposed in Attachment B.*

*AND*

*Move to approve the establishment of an Outreach and Education Committee for FY23.*

*Call for vote.*

### 2. WORK SESSION: Human Rights Commission Annual Report and FY2023-FY2024 Work Plan

*City Council President: Move to approve the Human Rights Commission FY 2023- FY 2024 Work Plan as presented in Attachment B.*

*Call for vote.*

### **3. WORK SESSION: Police Commission Annual Report and FY23 Work Plan**

***City Council President:*** *Move to approve the Police Commission FY 2023 Work Plan as presented in Attachment A.*

***Call for vote.***

***Adjourn.***

The Eugene City Council welcomes your interest in these agenda items. This meeting location is wheelchair-accessible. For the hearing impaired, an interpreter can be provided with 48 hours' notice prior to the meeting. Spanish-language interpretation will also be provided with 48 hours' notice. To arrange for these services, contact the receptionist at 541-682-5010. City Council meetings are telecast live on Metro Television, Comcast channel 21, and rebroadcast later in the week.

El consejo de la Ciudad de Eugene agradece su interés en estos asuntos de la agenda. El lugar de la reunión tiene acceso para sillas de ruedas. Se puede proveer a un intérprete para las personas con discapacidad auditiva si avisa con 48 horas de anticipación. También se puede proveer interpretación para español si avisa con 48 horas de anticipación. Para reservar estos servicios llame al 541-682-5010. Las reuniones del consejo de la ciudad se transmiten en vivo por Metro Television, Canal 21 de Comcast y son retransmitidas durante la semana.

For more information, contact the Council Coordinator at 541-682-5010,  
or visit us online at [www.eugene-or.gov](http://www.eugene-or.gov).

# EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



---

## Work Session: Sustainability Commission FY22 Annual Report and FY23 Work Plan

---

Meeting Date: November 14, 2022  
Department: Public Works  
[www.eugene-or.gov](http://www.eugene-or.gov)

Agenda Item Number: 1  
Staff Contact: Ian Penn  
Contact Telephone Number: 541-682-5513

---

### ISSUE STATEMENT

The Sustainability Commission will present its FY22 Annual Report and its proposed FY23 Work Plan for council approval.

### BACKGROUND

The Sustainability Commission (governed by EC 2.380) works to create a healthy community now and in the future by proposing measurable solutions to pressing environmental, social, and economic concerns to the City of Eugene, its partners, and its people. The Commission acts as a policy advisory body to the Council and City Manager in the initiation or development of programs that will create or enhance sustainable practices within the community. The Commission advises on policy matters related to:

- Sustainable practices
- Businesses that produce sustainable products and services
- City building design and infrastructure
- Related issues that directly affect sustainability efforts considered by the City Council

There are a total of 13 Commissioner positions, including 8 appointed seats, 4 at large seats, and 1 City Councilor.

The Sustainability Commission presented its FY21 Annual Report to Council in July 2021 and its proposed FY22 Work Plan in November 2021.

### FY22 Annual Report Summary

The Commission sent 6 sets of topical recommendations and 1 letter of support for a work session on Fossil Fuel Risk Bonds. Additionally, through its GreenFund, the Commission supported the "Plug In to a Clean Future" Town Hall Teach-In at the Campbell Center, which was held in April 2022. The topic of each engagement is listed below, and recommendation letters are enclosed as Attachment C.

#### Recommendations made to Council in 2021-2022

- Large Even Waste Management (February 2022)
- Air Quality (February 2022)
- Urban Canopy Committee (April 2022)
- EV and Gas Station Committee (April 2022)
- Carbon Offsets Committee (May 2022)
- Electrification Committee (June 2022)

#### Other work from the Commission

- Fossil Fuel Risk Bond support and Beyond Toxics support (October 2021)

### **FY22 Work Plan Summary**

The FY22 Work Plan had two areas of focus: Areas for Policy Recommendations to Council and Further Research and Advocacy.

#### **Areas for Policy Recommendations to Council**

- **Urban Canopy** –Explore key focus areas in urban forestry.
- **Resiliency/Emergency Preparedness** – Research and explore opportunities to build community resilience and well-being.
- **Offsets** - Research benefits and disadvantages of using carbon offsets and sequestration to reach climate goals, including impact on local community.
- **Waste Management** - Research policy options that continue to further Eugene's efforts towards waste reduction. Explore ways to extend and enhance these efforts.

#### **Further Research and Advocacy**

- **Community Education and Outreach** – Explore opportunities to connect with the broader community about city climate goals and individual actions.
- **Momentum Forward Issues** – Monitor and keep moving previous recommendations, climate action progress metrics, and topical climate related city efforts.
- **Emerging area of interest** – Address unforeseen, but important sustainability-related items presented by the Mayor, City Council, City Manager, Commissioners, or the public, in accordance with the Commission's adopted operating procedures.

### **FY23 Work Plan Overview**

The proposed Fiscal Year 2023 (FY23) work plan focuses on work that engages with and amplifies current City initiatives and emphasizes alignment with and advancement of the Climate Action Plan 2.0 as well as public education to make this plan more accessible to and usable for members of the community as well as building a depth of understanding of many of the high priority City initiatives currently or soon to be in progress.

#### **Areas for review for potential recommendations on current City/County Initiatives:**

- **Urban Forestry Vision & Action Plan:** Staff is working on updating the Urban Forestry Program Vision and Action Plan and would like to get input into the plan.

- **Capital Improvement Plan:** The City's capital improvement plan details capital projects planned over the next 6 years and staff would like to solicit Commission feedback and input on sustainability and climate-related intersections.
- **Transportation System Plan:** Commission to provide input into the process of updating the TSP and how transportation planning might be impacted by the Climate Friendly and Equitable Communities Rule.
- **Climate Friendly and Equitable Communities Rules:** An information session on new state rulemaking to better understand the range of implications on land use and transportation plans in Eugene.
- **Lane County Waste Management Reduction Goals:** An information session to learn more about the statewide landfill waste diversion goals that the County is working towards, and what implementation might look like.

### **Research and Advocacy**

- **Community Outreach and Education:** Explore opportunities to build community capacity and understanding related to in progress City initiatives and provide public education and gather feedback to help inform Council and staff in advancing sustainability work.
- **Momentum forward issues:** Monitor and keep working to advance previous recommendations, climate action progress metrics, and topical climate related efforts.
- **Emerging Areas of Interest:** Address new, but important sustainability-related items presented by the Mayor, City Council, City Manager, Commissioners, or the public, in accordance with the Commission's operating procedures.
- **Building Electrification:** Explore opportunities to support City initiatives around decarbonization and building electrification.

### **Pending Topics:**

- **Street Bond Street Tree Project Review:** If the 2022 Street Bond is approved by voters, the Commission is the oversight group listed in the Bond resolution to review the draft project list for all street tree projects funded with the bond.
- **Communication-based Conflict Resolution Training:** To support the Commission's anticipated work on community education and outreach, staff will coordinate with the with the COE Employee Resource Center on an existing or specific training.

### **ESC FY23 Committees**

Eugene Code 2.380(4) outlines the requirements for creating a committee of the commission. In alignment with these provisions, the Commission is requesting Council approval of the following committee.

**Education and Outreach Committee:** The Commission proposes an Outreach and Education Committee that will research potential opportunities for outreach and education with the general public. The committee proposes to take 2 months and have up to 4 meetings to make a plan for additional outreach into the community.

### **COUNCIL OPTIONS**

1. Approve the FY23 Work Plan as proposed in Attachment B and the Committee as proposed.

2. Approve the FY23 Work Plan and/or Committee with amendments.
3. Ask the Commission to revise its FY23 Work Plan and/or Committee and return on a later date.
4. Not approve the FY23 Work Plan and/or Committee.

#### **CITY MANAGER'S RECOMMENDATION**

The City Manager recommends approval of the FY23 Sustainability Commission Work Plan and the Sustainability Commission's establishment of an Outreach and Education Committee for FY23.

#### **SUGGESTED MOTIONS**

1. Move to approve the FY23 Sustainability Commission Work Plan as proposed in Attachment B.

#### **AND**

2. Move to approve the establishment of an Outreach and Education Committee for FY23.

#### **ATTACHMENTS**

- A. Annual Report- Fiscal Year 2022
- B. Eugene Sustainability Commission Work Plan - Fiscal Year 2023 (proposed)
- C. Eugene Sustainability Commission FY22 Memorandums to Mayor and City Council

#### **FOR MORE INFORMATION**

Staff Contact: Ian Penn  
Telephone: 541-682-5513  
Staff E-Mail: [ipenn@eugene-or.gov](mailto:ipenn@eugene-or.gov)



# Annual Report-Fiscal Year 2022

## Introduction

On November 8, 2021, the Sustainability Commission presented its fiscal year 2022 (FY22) Work Plan to City Council. The FY22 Work Plan reflected the Commission's intent to work on issues across 2 broad areas - Areas for Policy Recommendations to Council and Further Research and Advocacy – encompassing 6 priority topics as well as the flexibility to address emerging issues as they arose.

The priority topics included:

- Urban Canopy
- Resiliency
- Offsets
- Waste Management
- Community Education and Outreach
- Momentum Forward Issues
- Emerging issues

## FY22 Work Plan Progress

Overall, the Sustainability Commission made progress in many areas even through there were staffing shortages and the Sustainability Program transitioned to the Public Works Department.

Key Commission accomplishments from FY22 include:

- Engagement with Eugene's Urban Foresters to identify opportunities to create a Eugene Heritage Tree program, as well as needs for protection of future tree root zones during project development and consideration of concrete bioswales.
- Recommendations for reducing carbon emissions with carbon offset funding.
- Key support for climate policy including letters to Council in support of home energy performance ratings, building decarbonization, and electrification initiatives.
- Continued committee work from FY21 on waste reduction, with a focus on large event impacts and opportunities.

## Formal subcommittees:

The Commission created committees to work on workplan priority topics. These committees, each composed of three to five Commissioners, met periodically as topical and policy issues required Commission action.

- Urban Canopy
- EV and Gas Stations
- Electrification
- Carbon Offsets

**The Commission engaged the City Council 7 times in FY22.** The Commission sent 6 sets of topical recommendations and 1 letter of support for a work session on Fossil Fuel Risk Bonds. Additionally, through its GreenFund, the Commission supported the "Plug In to a Clean Future" Town

Hall Teach-In at the Campbell Center, which was held in April 2022. The topic of each engagement is listed below and the following table provides additional detail on each of these recommendations as well as progress against Work Plan goals.

### Recommendations made to Council in 2021-2022

- Waste Management for Large Events (February 2022)
- Air Quality (February 2022)
- Urban Canopy Committee (April 2022)
- EV and Gas Station Committee (April 2022)
- Carbon Offsets Committee (May 2022)
- Electrification Committee (June 2022)

### Other Work Products of the Commission

- Fossil Fuel Risk Bond support and Beyond Toxics support (October 2021)

### FY22 Work Plan Detailed Review

The following table includes an update on progress on each item included in the FY22 Work Plan.

**Table 1: FY22 Work Plan Progress.**

1. Outreach	Description	Status
Grants	- Equitably provide small grants to local community organizations for sustainability in work, education, and a just recovery from COVID-19 in Eugene.	- "Plug In to a Clean Future" grant for \$1,000 (interactive, education Town Hall Teach event, hosted by 350 Eugene
<b>2. Policy Recommendations to Council</b>		
Urban Canopy	- Explore key focus areas in urban forestry including best practices for increasing and maintaining canopy coverage (including on private property), fostering equity in impact of urban forestry on the local community, building a heritage tree program, and the impacts on canopy coverage from housing development	- Urban Canopy Committee recommended further review of current City tree preservation code and code amendment proposals for middle housing that would impact urban canopy, April 2022
Resiliency/Emergency Preparedness	Research and explore opportunities to build community resilience and well-being through: <ul style="list-style-type: none"> <li>- Community-based resiliency hubs</li> <li>- Hazard mitigation and emergency preparedness</li> <li>- Comprehensive approach to wildfire preparedness</li> <li>- Connections with City, County and Community partners</li> </ul>	- Letter to Council supporting a work-session on Fossil Fuel Risk Bond, October 2021
Offsets	- Research benefits and disadvantages of using carbon	- Carbon Neutrality and Carbon Offsets Committee



	offsets and sequestration to reach climate goals, better understand the potential impact of carbon offsets and sequestration on the local community, research opportunities for carbon offset or sequestration projects in Eugene.	recommended focusing on lowering carbon emissions from operations and investing in local sequestration projects if offsets are used to help meet internal operations CRO goals, May 2022
Waste Management	<ul style="list-style-type: none"> <li>- Research policy options that continue to further Eugene's efforts towards waste reduction. Explore ways to extend and enhance these efforts.</li> </ul>	<ul style="list-style-type: none"> <li>- Sent request to Council to schedule work-session on large event waste management participation in zero waste guidelines and encouraged action towards baseline requirements for waste diversion at large events, Feb 2022</li> </ul>
<b>3. Research &amp; Advocacy</b>		
Community Education & Outreach	<p>Explore opportunities to:</p> <ul style="list-style-type: none"> <li>- Provide public education and empowerment for individual and community action,</li> <li>- Building Community Capacity to support climate work,</li> <li>- Enhance connection with County and community partners to move community workforward</li> <li>- Enhance communication with Council as a commission and between community members</li> </ul>	<ul style="list-style-type: none"> <li>- Eugene Green Homes Tour Endorsement (no funding provided, but endorsement of Commission for use on advertising &amp; outreach)</li> </ul>
Momentum Forward Issues	<ul style="list-style-type: none"> <li>- Monitor and keep working forward previous recommendations, climate action progress metrics, and topical climate related city efforts including: <ul style="list-style-type: none"> <li>• Monitor and keep advancing progress on prior FY recommendations, especially related to CAP2.0</li> <li>• Updates from staff on key climate issues impacting the community</li> <li>• Tracking and attending Council and Budget Committee updates with staff</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>- Letter to Council recommending new gas station permits be halted, April 2022</li> <li>- EV and Gas Station Committee provided 3 possible directions in memo to Council (restricting new gas stations, EV infrastructure expansion, biodiesel support), June 2022</li> <li>- Letter to Council requesting a work-session be scheduled to discuss the 2021 recommendations from SC regarding air quality, Feb 2022</li> <li>- Electrification Committee letter to Council supporting goals of restricting new fossil fuel infrastructure and developing a pathway toward</li> </ul>

	<ul style="list-style-type: none"> <li>• Topical climate related city efforts: EVs, land use planning, etc.</li> </ul>	decarbonization of existing buildings by 2045, May 2022
Emerging Areas of Interest	<ul style="list-style-type: none"> <li>- Address unforeseen, but important sustainability-related items presented by the Mayor, City Council, City Manager, Commissioners, or the public, in accordance with the Commission's adopted operating procedures.</li> </ul>	<ul style="list-style-type: none"> <li>- Commission sent letter to Council supporting Beyond Toxics' expansion of risk bond strategy to include hazardous chemicals; requesting work-session, October 2021</li> </ul>



# Work Plan-Fiscal Year 2023

## Overview

The Commission serves as an advisory body to the City Council and City Manager through support shared by Public Works around programs and actions that engage the community towards increasing sustainability. The Commission focuses on the Triple Bottom Line aspects of sustainability - the intersection of social equity and environmental health, and their connection to economic prosperity, and advises on policy matters related to:

- a) Sustainable practices
- b) Businesses that produce sustainable products and services
- c) City building design and infrastructure
- d) Related issues that directly affect sustainability efforts considered by Council

## Core Priorities/Work Items

This Fiscal Year 2023 (FY23) work plan emphasizes alignment with and advancement of the Climate Action Plan 2.0 as well as public education to make this plan more accessible to and usable for members of the community, building a depth of understanding of many of the high priority City initiatives in progress, and a focus on meaningful work that engages with and amplifies current City initiatives. These core priorities will guide the Commission's focus areas for on-going policy discussion, analysis, and ultimately recommendations to City Council.

## Review for potential recommendations on current City/County Initiatives:

**Lane County Waste Management Reduction Goals:** The County issued an RFP in 2022 for the design, construction, and operation of a new material recovery facility(ies) as part of a Countywide goal of achieving 63% landfill waste diversion by 2025. The RFP focused on developing facilities for the recovery of targeted materials, including mixed waste processing (material separation) and anaerobic digestion of organics. This topic connects to previous Commission work products on waste.

**Climate Friendly and Equitable Communities Rules:** A new state rulemaking that set new standards for land use and transportation plans in Oregon's eight metropolitan areas to reduce greenhouse gas emissions and increase equity. The rules mandate Eugene to make changes to the transportation system plan and other land use regulations

**Urban Forestry Vision & Action Plan:** City of Eugene Urban Forestry Program is currently updating the program's Vision and Action Plan. Staff is working to present this updated plan to Council during Arbor Month in 2023 and would like to get input into the draft plan. This work connects to previous Commission work products, particularly around preservation.

**Capital Improvement Plan:** The City's capital improvement plan details capital projects planned over the next 6 years and staff would like to solicit Commission feedback and input on sustainability and climate-related intersections.



**Transportation System Plan:** Commission to provide input into the process of updating the TSP with a particular focus on how transportation planning might be impacted by the Climate Friendly and Equitable Communities Rule.

### **Research and Advocacy:**

**Community Outreach and Education:** Explore opportunities to build community capacity and understanding related to in progress City initiatives and provide public education and gather feedback to help inform Council and staff in advancing sustainability work. The Commission will research potential opportunities for outreach and education with the general public through an outreach and education committee.

**Emerging Areas of Interest:** Address new, but important sustainability-related items presented by the Mayor, City Council, City Manager, Commissioners, or the public, in accordance with the Commission's operating procedures.

**Momentum forward issues:** Monitor and keep working to advance previous recommendations, climate action progress metrics, and topical climate related efforts.

**Building Electrification:** Explore opportunities to support City initiatives around decarbonization and building electrification.

### **Pending Topics:**

**Street Bond Street Tree Project Review:** If the 2022 Street Bond is approved by voters in November, the Sustainability Commission is the oversight group listed in the Bond resolution to review the draft project list for all street tree projects funded with the bond. This oversight and review process could extend over multiple Commission meetings.

**Communication-based, Conflict-resolution Training:** To support the Commission's work on community education and outreach, staff will schedule a training session with the COE Employee Resource Center to provide guidelines and techniques for communicating effectively with people to defuse and de-escalate potentially dangerous or threatening situations.

### **Anticipated Outcomes**

- Provide proposals and information to City Council and City Manager on climate policies and practices that support ongoing City program / project needs, include community outreach components and reflect community values.
- Provide a forum for community outreach and education as well as gathering feedback to address public concerns related to climate mitigation work and sustainable policies and practices.
- Provide valuable input to staff on high priority City sustainability and climate initiatives to support ongoing and planned implementation efforts.



## Memorandum

Date: February 17, 2022  
To: Mayor Vinis and Eugene City Council  
From: Eugene Sustainability Commission  
Subject: Air Quality Recommendations

Mayor Vinis and Eugene City Council,

The Sustainability Commission has been closely following many recent stories that directly relate to recent recommendations brought to Council on the urgent need for action to improve our air quality. From JH Baxter's frightening airborne toxics to the mounting research on indoor air pollution linked to home heating, the Sustainability Commission asks that the City Council take up our recommendations in a work session, and direct staff and resources as necessary to make measurable progress.

While the City's Sustainability program is experiencing transition, our community is continuing to experience unacceptable health and quality of life impacts from degraded air quality. There are opportunities to study home heating options as a component of the Council's requested building decarbonization study, and our community deserves action to prevent future toxics impacts from legacy polluters. The time is now to make our future cleaner.

Please take up the Sustainability Commission's 2021 Air Quality Recommendations in a Council work session.

In gratitude for your tireless efforts,

Eugene Sustainability Commission

Attachment: Eugene Sustainability Commission 2021 Air Quality Recommendation



## Memorandum

Date: February 17, 2022  
 To: Mayor Vinis and Eugene City Council  
 From: Eugene Sustainability Commission  
 Subject: Large Events Waste

Mayor Vinis and Eugene City Council,

The Sustainability Commission wrote to you on January 25 and February 22, 2021, to request a work session and review of the attached proposal regarding a city ordinance to require all large events to implement common sense, zero waste practices to assist the city in:

- Reducing GHG effects from large events associated with food waste
- Meeting our region's obligation towards the state goals of 50% waste diversion
- Reducing pressure on the county landfill
- Creating opportunities to educate the public and implement waste reduction practices
- Standardizing waste reduction at local events

Thank you for honoring our earlier request and holding a work session on Large Events Waste Management on October 27, 2021. However, it appears, from this session, that the issue is tabled indefinitely.

With the upcoming planning for a significant number of large events to be held in Eugene, the Sustainability Commission requests that this issue be further investigated and reviewed for implementation of an ordinance requiring all events to utilize existing city resources (<https://www.eugene-or.gov/2755/Sustainable-Event-Resources>) to reduce waste and climate impacts.

The City of Eugene has done an excellent job of demonstrating that this can be done, including creating extensive resources for tracking and mechanisms to reduce overall event waste. It is currently voluntary. The Sustainability Commission is requesting that the city take it a step further and make this practice mandatory. Allowing this to be just a voluntary practice is not yielding needed results.

Thank you for your consideration.

Respectfully,

Eugene Sustainability Commission

Attachments:

- A. Proposal regarding a city ordinance to require all large events to implement common sense, zero waste practices
- B. Addendum with additional comments



## Memorandum

Date: April 18, 2022  
To: Mayor Vinis and City Council  
From: Eugene Sustainability Commission  
Subject: New Gas Station Permits

### Background

The new gas station permitted at Polk and West 7th highlights the need for new regulations to address new gas stations in Eugene. Currently, there is no way to prevent new gas stations from being built even though the expansion of fossil fuel infrastructure and gas cars goes against the goals of the CAP 2.0.

The attached map shows that Eugene has many existing gas stations— more than twenty – within or immediately adjacent to the city. Almost everywhere in Eugene is within two miles of a gas station.

### Recommendation

The Eugene Sustainability Commission recommends that the Eugene City Council adopt a mechanism to halt the expansion of new gas stations, such as an ordinance declaring a moratorium on the permitting of new gas service stations. This recommendation does not impact the plethora of existing gas stations.

A similar measure has passed in Petaluma, CA.

We also encourage the City Council to support new fast-charging EV sites around town. An additional action could be to require fast charging sites for EVs in any future upgrades to existing gas stations.

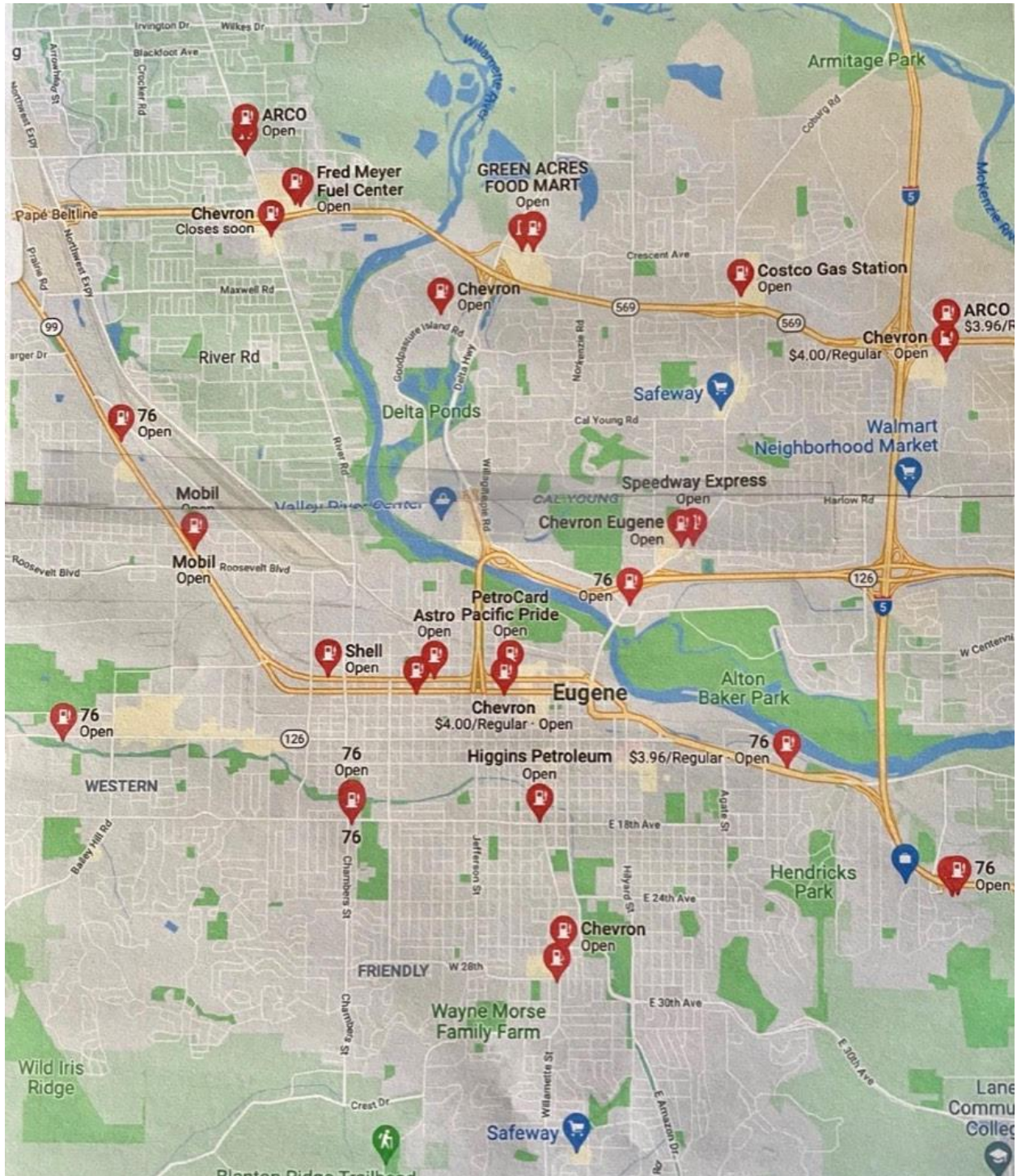
Thank you for your consideration,

The Eugene Sustainability Commission



## Attachment 1

Map of current gas service stations in and around the City of Eugene found on Google Maps.







## Memorandum

Date: April 18, 2022  
 To: Mayor Vinis and City Council  
 From: Eugene Sustainability Commission  
 Subject: Urban Canopy Recommendation related to Middle Housing Code Review

Though we support of the concept of middle housing and urban density, there are concerns about the additional loss of urban canopy without intentional focus and attention on protection of the current and future canopy. The City of Eugene has clear and direct goals that mandate not only the protection of the urban canopy, but its increase to achieve 30% coverage.

The current [tree removal standard](#) does not serve the City of Eugene, its current or future residents. We ask that the code is revisited in light of the opportunities created through middle housing in order to achieve the City's major climate action, equity, and canopy goals.

### Concerns:

- New code amendment requires a scientifically appropriate definition of significant trees;
- Lot size that requires a permit is currently 20,000 square feet;
- Require environmental impact assessments for canopy within the Willamette Greenway setback and buffer zones to protect existing canopy;
- Explore incentives and education programming for the identification, maintenance, and care for Heritage Trees;
- Improve education of landowners about the rules around selection and protection of canopy trees and siting;
- City owned right-of-way currently has conflicting codes between street trees and bio-swales construction, which often prevents the placement of street trees. Staff have suggestions for the improvement of these systems in alignment with the new codes.

The Sustainability Commission recommends further review of the current tree preservation code (Eugene Code Chapter 6), which is antiquated and problematic. In addition, the Sustainability Commission requests review of code amendment proposals for middle housing that would impact the urban canopy, with an opportunity for the Commission to participate in that review.



## Memorandum

Date: May 16, 2022  
To: Mayor Vinis and City Council  
From: Eugene Sustainability Commission  
Subject: Consideration of Carbon Offsets

The Sustainability Commission has investigated options for realizing the carbon neutrality of city operations starting in 2020 required by the Climate Recovery Ordinance (CRO). This review was prompted by concerns expressed about purchasing verified carbon offsets associated with a forestry project in Washington state last year, the first year of the program.

Our full report is provided in the attached document and our results summarized below.

### Summary of results:

1. Carbon offsets are problematic for equity/social justice reasons as well as practical ones since they do not reduce carbon emissions. We recommend the City of Eugene move away from offsets as quickly as possible.
2. The City of Eugene should focus on reducing emissions in Eugene through funding projects that result in direct emission reductions by partnering with EWEB.
3. If the city does invest in carbon sequestration projects, we encourage funding local projects, which should become available in the upcoming years through EWEB and/or partnerships with watershed groups.
4. The City should invest more funding to lower carbon emission from operations.

# Sustainability Commission Committee Report

## Carbon Neutrality and Carbon Offsets

### Background:

Eugene's Climate Recovery Ordinance (CRO) requires the city to be carbon neutral or have net-zero emissions by 2020<sup>1</sup>. The City of Eugene has not yet reduced greenhouse gas emissions to zero due to technological and budgetary constraints, so last year the city purchased carbon offsets to fund a project in Washington State to achieve a carbon-neutral status.

Several Councilors expressed dissatisfaction with purchasing out-of-state offsets and were interested in local projects. This committee researched alternative options to purchasing out-of-state credits, and we share the results here.

### Analysis:

#### 1. Verified Carbon Offsets are Problematic

The City of Eugene should be aware of the growing opposition from the environmental justice movement to carbon offsets. Some key points of the opposition are that offsets provide a legal pathway for polluters to pay to pollute. Pollution, as well as climate change impacts, are felt first and worst by low-income and communities of color. Delaying the transition to clean energy and clean air by purchasing carbon offsets is an environmental injustice. In addition, these offsets often do not perform as advertised. A Stockholm Environment Institute report<sup>2</sup> found that about 75% of offsets issued under the Kyoto Protocol were non-additional, meaning they would have occurred even without the offset program in place. A UC Berkeley policy analysis of the California Air Resources Board's (ARB) U.S. Forest offset protocol found 82% of the credits reviewed "likely do not represent true emissions reductions"<sup>3</sup> due to lenient accounting rules for leakage.

When fossil fuels are burned the resulting pollution can remain in the atmosphere for hundreds of years. In contrast, crops, soils, and forests are carbon reservoirs that have slow uptake, limited storage capacity, and can re-release carbon back into the atmosphere over the course of a few years (drought) or even over a few days (forest fire).

---

<sup>1</sup> The CRO states in 6.675(1): "By the year 2020, all city-owned facilities and city operations shall be carbon neutral, either by reducing greenhouse gas emissions to zero, or, if necessary, by funding of verifiable local greenhouse gas reduction projects and programs or the purchase of verifiable carbon offsets for any remaining greenhouse gas emissions."

<sup>2</sup><https://www.sei.org/publications/has-joint-implementation-reduced-ghg-emissions-lessons-learned-for-the-design-of-carbon-market-mechanisms/>

<sup>3</sup><https://gspp.berkeley.edu/faculty-and-impact/working-papers/policy-brief-arbas-us-forest-projects-offset-protocol-underestimates-leaka>

Many carbon offset projects focus on tree planting. However, the natural ecosystems in the Southern Willamette Valley are dominated by prairie, wetlands, and oak woodlands. The habitat restoration work needed in these ecosystems includes tree thinning and establishing grasses and willows, not planting large trees. Most local habitat restoration projects do not fit the mold of typical carbon offset projects.

## 2. Local Verifiable Offsets

The CRO allows for local, verifiable offsets. These would be local projects that can demonstrate carbon reduction as a verified offset does. Or, this could be a local project that reduces a verifiable amount of emissions. Currently, neither of these options exists in Lane County, but they could in the future.

A few communities in the Pacific Northwest have implemented local carbon offset projects. For example:

- The City of Arcata [Community Forest Carbon Offset](#) program has verified forest carbon offsets from the Arcata Community Forest. This enables the City to provide voluntary carbon offsets available for purchase to the general public at \$17/mtCO<sub>2</sub>e.
- In Washington, [The King County Forest Carbon Program](#) was successfully verified in 2018, yields 3,025 mtCO<sub>2</sub>e of verified and registered credits, while producing local community and environmental co-benefits.

## 3. Future Local Offset Opportunities

While not available currently, local verified carbon offset opportunities should exist in the future. EWEB is working with the University of Oregon to create a local certification program. They are currently assessing the value of possible sequestration protocols on some lands EWEB has purchased in the McKenzie River watershed. These lands were severely burned, so they currently don't have much growing on them.

In the future, this could scale to provide local sequestration opportunities.

The Long Tom Watershed Council offers carbon offset opportunities for individuals through their Earth Care Interfaith Offset Program. These are not formally verified offset projects but do offer a way to compensate for emissions. A possible opportunity for future, local offset programs would be to work with the Upper Willamette Stewardship Network, consisting of several watershed councils and Friends of Buford Park and Mt. Pisgah.

## 4. Local Carbon Reduction Projects

Instead of funding carbon sequestration projects, the Sustainability Commission strongly believes the City should invest in projects that actually reduce emissions, possibly by working with EWEB. EWEB has indicated support for future conversations with the City of Eugene about ways EWEB could help the city meet their carbon reduction goals. Through a partnership with EWEB, funding that otherwise would purchase carbon offsets could be used to make direct emission reductions at the local level. For example, residential efforts, but also the evaluation of

custom projects in the commercial and manufacturing sectors to maximize carbon equivalent emission reductions.



## Memorandum

Date: June 16, 2022  
 To: Mayor Vinis and Eugene City Council  
 From: Eugene Sustainability Commission  
 Subject: Electrification in Eugene

The Sustainability Commission strongly supports your goals to restrict new fossil fuel infrastructure beginning in 2023, and to develop a pathway toward decarbonization of existing buildings by 2045. We appreciate your leadership in these efforts. We urge you to schedule the follow-up work session as soon as possible to continue this work and implement the motions you approved in November, 2021.

The Commission formed an Electrification Committee and has compiled information about common concerns with electrification brought up by Councilors and local industries, which we share below.

### Electrification in New Construction is Impactful

Residential electrification will have a significant impact on reducing Eugene's emissions in the short-to-mid-term. Heating a home by gas produces on average 2.52 MT CO<sub>2</sub>e each year, whereas a home powered by electricity produces nearly 20 times less, 0.13 MT CO<sub>2</sub>e<sup>1</sup>. Since methane is a more potent greenhouse gas than carbon dioxide, and it doesn't last as long in the atmosphere, cutting methane (natural gas) emissions will rapidly reduce how quickly the planet warms in the short and medium-term timeframe<sup>2</sup>.

### Resiliency, Power Outages, & Equity– Focus on Emergency Preparedness

The concern about perceived benefits to having gas in homes during a power outage was brought up by both community members and city councilors.

Since most gas furnaces cannot move air without electric air handlers, they won't work during a power outage. Buildings with either gas or electric heat need alternatives during outages, including access to community warming shelters. While gas stoves can work without electricity, many homes do not have gas cooking and need support with emergency preparedness.

Proper emergency preparedness, such as having a supply of easy-to-eat, non-perishable foods, would obviate the perceived benefit of having gas stoves. By supporting emergency preparedness, the city can achieve both climate and resilience goals.

<sup>1</sup> Pg 3 in <https://olis.oregonlegislature.gov/liz/202111/Downloads/CommitteeMeetingDocument/255537>

<sup>2</sup> <https://www.weforum.org/agenda/2021/08/tackling-methane-levels-is-the-quickest-way-to-slow-climate-change-say-scientists/>

Also, it is important for equity reasons to support emergency preparedness facilities during power outages as there will be needs of vulnerable people, such as those who depend on electricity to operate healthcare and disability related equipment. The City of Eugene's Equity Panel included two recommendations in the CAP 2.0<sup>3</sup> around this issue. A focus on equity would create neighborhood resiliency stations with generators or other backup power to prevent interruption to vital, electric-powered machines.

## Cost Implications for New Construction and Operation of Electric Homes

The committee looked at several studies (by RMI, ReWiring America, Electrify Now, and the California Energy Commission<sup>4</sup>) that found constructing all-electric homes are cheaper to build, and for the most part, cheaper to operate.

A study<sup>5</sup> conducted by Rewiring America, a nonprofit research organization, found almost all households (151,000 out of 152,000) in Lane County would immediately save on their energy bills if they switched to modern, electric appliances. The average savings would be \$303 per year. In addition, over 3,000 installation jobs would be created in Oregon that cannot be automated or done offshore.

RMI, an independent, non-partisan, nonprofit organization, found it was cheaper to build all-electric buildings in all the cities they studied across the US<sup>6</sup>. In Boston and Seattle, the all-electric home has a lower cost to build, but a slightly higher cost to operate under current gas and electric rates.

The California Energy Commission report looked at cost for decarbonized gas, which is projected to be much more expensive than current gas prices, and found that on every key metric exclaimed by the study—cost, risk, air quality, and ability to meet the state's climate goals—using electricity in buildings is by far the best option.

## Peak Load Challenges

New electric technologies, like heat pump water heaters, can help address peak load challenges. These heaters can heat water during off peak hours and act like a battery by storing hot water. There are several ongoing research programs looking into how all-electric heat pumps can manage peak loads for a community. One study led by the Energy Department's Pacific Northwest National Laboratory (PNNL)

---

<sup>3</sup> **Recommendation E12** Provide cooling stations and charging stations for unhoused people and people who need electricity to operate health care and disability-related equipment, as well as people with conditions such as multiple sclerosis and nerve disorders.

**Recommendation E13** Ensure that people who need power wheelchairs for mobility, refrigeration of medicines, hearing aids, and screen reading software have access to electricity if the power grid is compromised.

<sup>4</sup>[https://www.energy.ca.gov/resources/publications/energy-commission-publications?combine=CEC-500-2019-055&field\\_publication\\_classification\\_target\\_id=All&field\\_publication\\_program\\_target\\_id=All](https://www.energy.ca.gov/resources/publications/energy-commission-publications?combine=CEC-500-2019-055&field_publication_classification_target_id=All&field_publication_program_target_id=All)

<sup>5</sup> [https://map.rewiringamerica.org/states/oregon-or/county/lane\\_county](https://map.rewiringamerica.org/states/oregon-or/county/lane_county)

<sup>6</sup> <https://rmi.org/all-electric-new-homes-a-win-for-the-climate-and-the-economy/>

and 10 local utilities in the Pacific Northwest found that heat pump water heaters reduced evening peak loads by 90 percent.<sup>7</sup>

## Commercial and Industrial Users

The City of Eugene could offer an infeasibility waiver for industrial and commercial situations that are challenging to electrify, as well as support these industries in finding grants and other funding support if needed. In addition, the perception that there are many such users may be unfounded. As large cities in California have proceeded to prohibit gas expansion, designers and builders of commercial and industrial buildings provided public comment in support of the effort. They have noted that in almost all instances it is cheaper to build these large buildings all-electric. We have included an appendix with a snapshot of these buildings, including all-electric laboratories, commercial kitchens, office buildings, multifamily buildings, and university buildings. See Appendix 1 for more information and examples of these projects.

## County-wide Efforts

The City of Eugene's electrification work will complement Lane County's efforts to decarbonize. The county released findings showing that emissions for an average home with natural gas will be more than 10 times higher than an all electric home over the next thirty years<sup>8</sup>. In addition, poorly maintained fossil combustion infrastructure has been identified as a primary cause of indoor toxic emissions, impacting our families' and community's health<sup>9</sup>.

## Closing

The Sustainability Commission has been advocating for reducing new gas hook-ups since 2018. It is critical for the health and safety of our community that the city take action on this issue. The fossil fuel natural gas is mostly composed of methane. To quote Durwood Zaelke, a lead reviewer for the IPCC, "Cutting methane is the biggest opportunity to slow warming between now and 2040<sup>10</sup>."

---

<sup>7</sup><https://www.energy.gov/eere/buildings/articles/heat-pump-water-heaters-achieve-significant-peak-reduction-and-energy>

<sup>8</sup> [https://cdn5-hosted.civiclive.com/UserFiles/Servers/Server\\_3585797/File/Government/County%20Departments/County%20Administration/Climate%20Action%20Plan/Appendix\\_Natural%20Gas\\_Electric%20Comparison.pdf](https://cdn5-hosted.civiclive.com/UserFiles/Servers/Server_3585797/File/Government/County%20Departments/County%20Administration/Climate%20Action%20Plan/Appendix_Natural%20Gas_Electric%20Comparison.pdf)

<sup>9</sup> <https://pubs.acs.org/doi/10.1021/acs.est.1c04707>

<sup>10</sup><https://www.weforum.org/agenda/2021/08/tackling-methane-levels-is-the-quickest-way-to-slow-climate-change-say-scientists/>



## Appendix I- Cost Effectiveness of Electrification in Large Buildings

Appendix 1 includes information from architects and engineers who design and build large buildings around the county. They have provided public comment in support of banning new gas infrastructure in California.

The City of San Jose received over 150 examples of all electric large buildings. We are including the letter summarizing the positive experience builders have had with all-electric construction, as well as some of the examples. You can access the full public comment and 150 examples in the referenced link below.

Public letter to the City of San Jose:

“Dear Council members,

On behalf of the 70 architects and staff at EHDD Architecture we are writing in support of your proposed Natural Gas Infrastructure Prohibition. We have been designing all-electric buildings around the Bay Area for almost twenty years now and have found them robust, reliable, healthy, and cost-effective solutions for our clients.

As electric reach codes began emerging two years ago, we met with our colleagues at other firms and our mechanical engineering partners and asked if the State of California was broadly ready to shift from gas to electric. The responses we got back were yes, with few exceptions the design and construction industry is ready for this transition as noted in their attached comments. We began collecting examples of all-electric projects of all building types from around the state and have attached a slide deck showing over 150 examples<sup>11</sup>.

There are many robust studies showing the cost effectiveness of building electrification, and we have found that to be the case in our practice. A heat pump provides heating and cooling in one appliance which is lower cost than having two appliances--a gas furnace and electric air conditioner. This eliminates the gas service to the building, the meter, gas piping inside the building, and flues through the roof, all reducing cost. Going to a single utility does not reduce resilience since all modern gas appliances need electricity for electronic ignition and controls—they will not work in a power outage.

We have grown increasingly concerned about the very real health impacts of combusting fuel inside homes. The research shows that fossil fuel combustion inside living spaces is not safe and leads to NOx levels that exceed the outdoor legal limits. The warning labels clearly posted on camp stoves and portable generators to not use them indoors indicates the risks of combustion inside our homes. California tops the American Lung Association list of most polluted cities every year. Even though buildings use only slightly more gas than power plants in California, they emit seven times more NOx because unlike powerplants they have no pollution controls. All-electric buildings reduce indoor and outdoor air pollution.

---


<sup>11</sup> Starting on page 3 you can read the letter and see the slide deck of 150 examples of all-electric buildings: <https://sanjose.legistar.com/View.ashx?M=F&ID=8928316&GUID=CE4F2208-83D9-4425-8974-687B562FCC1B>

We are especially concerned that continuing to build new fossil fuel infrastructure will then require expensive retrofits of relatively new buildings to meet California's legislated 2045 climate goals. This will saddle building owners with disruptive renovations in occupied buildings--let's just build them right to start with. For the health, safety, climate benefits, and financial savings, we urge you to approve a strong all-electric ordinance.


Sincerely,

Duncan Ballash, President  
 Jennifer Devlin, Principal  
 Scott Shell, Principal  
 Rebecca Sharkey, Principal  
 Brad Jacobson, Principal


Here are some examples from their 150 buildings, most of which are commercial sized, and are located all over California and in New York, Seattle, and Boston. They include commercial kitchens, university laboratories, and more.



Santana Row Lot 11



UC Davis Webster Hall Replacement



American Geophysical Union

**Hormoz Janssens, Principal**

**INTERFACE ENGINEERING**

Almost all our projects are all-electric, I have only been using gas systems where required by the client.

Electric is almost always less expensive or cost neutral. Very rarely is it more expensive. Often it is our value engineering option.

We are doing a 500,000 sf all electric office with major cost savings using heat pumps vs a central plant.  
 Bay Meadows our all electric design for 1 million sf of development was significantly less expensive than a traditional rooftop package unit + boiler + reheat system.

A huge benefit for heat pumps is reducing water use.

We've done several all electric commercial food service projects that have been very successful. The Chef's quite skeptical at the beginning, but now say they will never go back to cooking on gas.

## California Universities Are Transitioning to All-Electric Buildings

The University of California system and Stanford University are making all-electric buildings the default in new construction.

JUSTIN GERDES | SEPTEMBER 24, 2018



"No new UC buildings or major renovations after June 2019, except in special circumstances, will use on-site fossil fuel combustion, such as natural gas, for space and water heating"

[https://www.greentechmedia.com/articles/read/california-universities-are-transitioning-to-all-electric-buildings#gs.QUr5W\\_E](https://www.greentechmedia.com/articles/read/california-universities-are-transitioning-to-all-electric-buildings#gs.QUr5W_E)

56



UC Santa Cruz Student Housing West



UC Irvine Student Housing West, Developer ACC



UC Riverside Dundee Residence Hall, Developer ACC

**David Phillips, Associate Vice President for Energy & Sustainability  
UC Office of the President**



The University of California has committed to carbon neutrality by 2025. We are prioritizing all-electric new buildings (required starting June 2019), and then electrifying existing buildings & systems over time.

Our studies show that all electric mechanical equipment capital costs are comparable for academic & lab buildings, and the costs are lower for residential buildings. Twenty year life cycle costs are comparable for Academic and labs buildings, and lower for residential buildings.


UC has many all-electric housing projects, office buildings, and laboratories now in place and many more in design.

UC's carbon neutrality strategies are pragmatic: don't allow growth to increase carbon emissions; and then transition *existing* buildings and systems off fossil fuels over time.


Decarbonizing Your Campus thru Electrification, SCUP 2019

57






Quetzal Gardens, San Jose



Valley Glen, Dixon



Plaza Point, Arcata

**Sean Armstrong, Redwood Energy**

**Redwood Energy**  
Foremost Zero Net Energy Specialists in Multifamily Housing


**All-electric construction consistently reduces construction costs and ongoing utility bills.**

It saves between \$2,500 and \$5,000 per residence for the developer to not plumb gas. When infrastructure and appliance costs are added up, a recent study done by Rocky Mountain Institute found a median increased cost of \$8,800 more per house for gas infrastructure, piping, purchasing appliances and venting

**Developers have been choosing all electric construction because it cost less to build and that trend has been going on for 20 years now.**

**All Electric Construction Guides:**

<https://www.redwoodenergy.tech/research/>



117



Casa Adelante, 2060 Folsom, San Francisco



Maceo May Veterans Apartments, Treasure Island



Balboa Upper Yard Family Apts, San Francisco

**Malcolm Harris, Principal**

**MITHÜN**

**We have a number of all-electric multifamily projects and I'm a huge, huge fan of this change to all-electric multifamily housing.**

**It is better in every way, a great simplification of the system. Less expensive, higher performance, less maintenance, more sustainable.**

At Maceo May we saw big savings from eliminating gas fired hydronic heating, the gas connection, and the solar thermal which paid for continuous exterior insulation, energy recovery ventilators (eliminating Z-ducts), electric resistance heat, and PVs. With these upgrades we are beating Title 24 by 20%, getting more Green Points, and lower GHGs on a grid that's getting cleaner.

The occupants get better indoor air quality benefits from the energy recovery ventilators.

121



## SUSTAINABILITY OFFICE SFUSD

NIK KAESTNER

DIRECTOR OF SUSTAINABILITY

- Has one electric kitchen under construction, Claire Lilienthal Elementary
- **Currently designing all electric kitchens at Clarendon, Hillcrest, and West Portal schools as all electric**
- **Worked with chef and staff to understand induction cooking**
- Visiting Food Service Technology Center in San Ramon to give staff a hands-on look at the equipment
- Doing some training with staff to get them accustomed to induction
- **Bids for electric equipment are coming in cheaper than gas**
- Biggest energy hogs are the fryers and also make the least healthy food, so promoting other equipment is healthy!

159

### Chatam University Dining Commons

All electric kitchen, 250 meals 3 times a day



- The chef was initially reluctant, and had never cooked on induction before
- It took some time to adjust to new kitchen
- But now he loves it and says he will never go back to gas

Interface Engineering

160



Dear Eugene City Council,

The Eugene Sustainability Commission fully supports a work session on Fossil Fuel Risk Bonds.

This was a topic the ESC worked on last year, and we submitted a proposal requesting the city initiate a Fossil Fuel Risk Assessment for the city.

We support Beyond Toxic's expansion of the risk bond strategy to include hazardous chemicals. This could help protect all residents of Eugene, especially marginalized communities who live closer to sites storing hazardous material. Much of the information needed is already held by local and state agencies and this work is also tied to our CAP2.0 goals.

Please schedule a work session so the city can begin this important work.

Thank you for considering this important topic to protect our city from financial and environmental risks from fossil fuel infrastructure in Eugene.

Sincerely,

The Eugene Sustainability Commission

# EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



---

## Work Session: Human Rights Commission Annual Report and FY 2023-FY2024 Work Plan

---

Meeting Date: November 14, 2022  
Department: Central Services  
[www.eugene-or.gov](http://www.eugene-or.gov)

Agenda Item Number: 2  
Staff Contact: Drae Charles  
Contact Telephone Number: 541-682-5277

---

### **ISSUE STATEMENT**

The Human Rights Commission's (HRC) enabling ordinance, adopted in December of 1990 (Eugene Code 2.280), requires that it develop a work plan for City Council review and approval and annually report on work plan progress. Attached is a report on the Fiscal Year 2022 Work Plan and a Proposed two-year Work Plan for FY 2023 and FY 2024.

### **BACKGROUND**

#### **FY 2022 Work Plan Report**

The HRC was very active during FY 2022 contributing many hours of volunteer time beyond business meetings serving the community by hosting and attending community events, providing input to Council on human rights and social justice issues, and engaging in collaborative work with other Boards and Commissions, City staff, and community partners. The attached FY 2022 Annual Report provides specifics on the group's achievements and commitments in achieving its work plan goals over the past year.

#### **FY 2023 - FY 2024 Work Plan Details**

Commissioners arrived at the current plan items following a reflection and additional follow up in the individual HRC Work Groups after their regularly scheduled meeting on September 20, 2022. The HRC did not have a planning retreat this year due to onboarding and schedule conflicts but unanimously approved the proposed FY 2023- FY 2024 work plan during its regular meeting on October 18, 2022.

The plan maintains the goals of the 2022 work plan and aligns them with the HRC's three distinct roles (community education and engagement, liaison to other city boards and commissions, and advising City Council and staff on human rights issues) while shifting from the previous 1-year work plan to a 2-year work plan. This change was done to better align the HRC's work plan with the City's new budgeting cycle as well as provide the HRC additional time to complete work plan items. The HRC will continue to bring the plan to Council annually for feedback and refinement as needed.

**Goal 1:** Take a leadership role in fostering respect for social equity, civil rights, and human rights in the community by engaging in education, outreach, listening and collaboration.

**Goal 2:** Maintain strategic HRC liaisons and engage in cooperative endeavors with the community and with City of Eugene advisory groups that support civil and human rights and social equity.

**Goal 3:** Study and recommend actions on civil and human rights and social equity issue areas of concern to the community and City organization.

The specific objectives and strategies identified to implement these goals are described in more detail in the attached Human Rights Commission FY 2023-FY 2024 Work Plan.

### **PREVIOUS COUNCIL DIRECTION**

The HRC, in accordance with Eugene Code 2.280 and its bylaws report to Council annually. The report on the HRC FY 2022 work plan, which is included in the attachments, is based on the FY 2022 work plan approved by City Council on October 25, 2021.

### **COUNCIL OPTIONS**

The council could:

1. Approve the proposed FY 2023-FY 2024 Work Plan as presented in Attachment B
2. Approve the work plan with changes
3. Request changes to the work plan before approval

### **CITY MANAGER'S RECOMMENDATION**

The City Manager recommends approving the Human Rights Commission FY 2023- FY 2024 Work Plan as presented in Attachment B

### **SUGGESTED MOTION**

Move to approve the Human Rights Commission FY 2023- FY 2024 Work Plan as presented in Attachment B.

### **ATTACHMENTS**

- A. Human Rights Commission FY 2022 Work Plan Report
- B. Human Rights Commission FY 2023- FY 2024 Work Plan

### **FOR MORE INFORMATION**

Staff Contact: Drae Charles  
Telephone: 541-682-5277  
Staff E-Mail: [dcharles@eugene-or.gov](mailto:dcharles@eugene-or.gov)





## Fiscal Year 2022 Work Plan Report

This is a report on the Human Rights Commission (HRC) FY 2022 Work Plan. The HRC work plan was approved by City Council in October 25, 2021. Below are highlights from the past year followed by charts indicating the status of each of the actions included in the FY 21 Work Plan.

### Highlighted Work

#### Events

To help raise awareness, foster respect, create community dialogue, and increase education on human rights issues the HRC hosted, assisted with organization, or had members participate in several events:

- Virtual International Human Rights Day Celebration – Showing of ‘The Invisible Class’ and panel discussion
- World Day of Social Justice
- Virtual International Human Rights Day Award

Funding and other support was also provided for community events organized by community groups. The HRC supported 5 community events/initiatives with endorsement, sponsorship, and/or volunteer work:

#### Sponsorship

- HRC's Homelessness and Poverty Work Group - Unhoused Memorial Day
- NAACP Freedom Fund Event
- Archaeology Channel Film festival
- WOVEN Film Festival

### Key Partnerships

The HRC has actively worked to increase communication and collaboration with other City Boards and Commissions, staff, and community groups over the past year to promote human rights and social equity.



## Boards and Commissions

- **Police Commission:** The HRC has a permanent seat on the Police Commission and shares one voting member.
- **Civilian Review Board (CRB):** The HRC has a liaison assigned to and from the CRB to share information and highlight issues of mutual concern.
- **Community Development Block Grant (CDBG):** The HRC has one member on the CDBG Committee that focuses on housing and related issues. The HRC liaison participates in the annual competitive process where applicants seek funding for specific projects.
- **Moving Ahead Transportation Panel:** The HRC monitors this collaboration between the Lane Transit District (LTD) and the City of Eugene for its dedication to accessibility.
- **Vision Zero Task Force:** The HRC has a permanent member on the Task Force to provide input in achieving the goal set by City Council.
- **Housing Policy Board:** The HRC is a liaison to the Housing Policy Board, giving voice to community issues related to affordable housing.
- **Boards and Commission Recruitment:** The HRC actively promoted participation in the board and commissions recruitment process and made recommendations on filling vacancies on the HRC.
- **Equity Panel for Oregon 22 Riverfront Festival:** Two HRC members served on this equity panel.
- **Youth Advisory Council:** The HRC had an ad hoc liaison to this group.
- **Recruitment and Hiring of COE Staff:** The HRC members served on several interview panels.

## Community

- With the state of emergency due to COVID-19, the commission expressed questions and concerns on behalf of the community to the City of Eugene staff and forwarded recommendations regarding needs of the unhoused community to staff and City Council. The WECU workgroup conducted an assessment of the impacts of COVID-19 in marginalized communities.

## Recommendations to Policy Makers

Correspondence on the following topics was submitted to local, state and national policy makers during FY 2022.



### City Council

- **Request to include protections against intimidation and human rights abuses based on Housing status:** This item was included in the FY 2021 work plan. Council has added housing status to the Code section on intimidation. On October 2020, Council asked the HRC to answer questions regarding unintended impacts of adding housing status to the human Rights Code. Analysis on these questions was concluded in September 2021 and submitted those answers to City Council.
- **Recommendations to fill HRC vacancies:** Supported recruitment of applicants to apply for HRC vacancies, reviewed applications and recommended top candidates to Council to develop a diverse commission.



## Members Who Served

We are deeply grateful to all the commissioners who served during this work plan and would like to recognize their service.

Councilor Randy Groves: 1/2021 – 12/2021

Councilor Matt Keating: 1/2022 - Present

Briselda Molina Ortega: 6/2021– Present

Ibrahim Coulibaly: 7/ 2017 – Present

Heather Sielicki: 6/ 2020 – 6/2022

Ibrahim Hamide: 7/2017 – Present

Daniel Borson: 7/2019 – 6/2022

Kirstin London: 7/2019 – 6/2022

Amanda McCluskey: 7/2019 – 6/2022

Scott Lemons: 6/2021 – Present

Kris Galago: 4/2021 – Present

Joel Iboa: 7/2017 – 10/2021

Heather Marek: 12/2021 - Present



## Human Rights Commission

# END OF YEAR REPORT – HRC FY 2022 WORK PLAN

### Goal 1 (Community-oriented)

Take a leadership role in fostering respect for social equity, civil rights, and human rights in the community by engaging in education, outreach, listening and collaboration.

Item	Description	Assigned to	Status
1.1	Invite different equity, civil and human rights groups to present at meetings or special events on the needs or efforts being made throughout the city.	Advocacy Work Group	Ongoing
1.2	Determine how to recognize National Homeless Persons' Memorial Day: 12-21-2021 and implement the plan.	Homelessness and Poverty Work Group	Completed
1.3	Monitor and contribute to efforts and/or policies that assist and/or impact culturally marginalized communities in Eugene.	WeCU Work Group Homelessness and Poverty Work Group	Ongoing
1.4	Promote and support human rights events and efforts in the community.	Advocacy Work Group	Ongoing
1.5	Engage members of culturally marginalized communities (BIPOC, LGBTQ, religious minorities, and people with disabilities) with respect to the impact of the COVID-19 pandemic on their communities and document themes, trends, and needs. This would be done through reaching out to community representatives and members, and the results compiled as updates and presented to the HRC.	WeCU Work Group	Completed
1.6	Towards the advancement of a high-priority recommendation from the 2017 Marginalized Voices Report, and in light of the 2022 World Athletic Championships, resume the work of advocating for and moving forward with the creation of a Multicultural Center.	WeCU Work Group	Completed



## Human Rights Commission

1.7	Conduct one or more listening sessions for unhoused people.	Homelessness and Poverty Work Group	Incomplete
1.8	Raise awareness for outcomes of Human Rights Commission meetings and work.	Advocacy Work Group	Ongoing
1.9	Research and identify groups in the community, city and county that have overlapping goals with the HRC work plan and goals and provide this information to the HRC so that we can collaborate.	Advocacy Work Group	Ongoing
1.10	Engage unhoused community and community groups, to encourage the reporting of hate and bias incidents to the HRNI (now Office of Equity and Community Engagement). Elicit feedback and document barriers to reporting.	Homelessness and Poverty Work Group	Ongoing
1.11	Engage culturally marginalized communities (BIPOC, LGBTQ, religious minorities, and people with disabilities) and community groups, in coordination with staff tasked with that function, to encourage the reporting of hate and/or bias crimes and/or incidents to the HRNI (now Office of Equity and Community Engagement). Elicit feedback and document barriers to reporting.	WeCU Work Group	Ongoing

### Goal 2 (Liaison role)

Maintain strategic HRC liaisons and engage in cooperative endeavors with the community and with City of Eugene advisory groups that support civil and human rights and social equity.

Item	Description	Assigned to	Status
2.1	Monitor and contribute to efforts and/or policies that impact unhoused and economic marginalized communities in Eugene.	Homelessness and Poverty Work Group Economic Opportunities Work Group	Ongoing
2.2	Develop a strategy to increase engagement and communication with City Council. The strategy will	Advocacy Work Group	Not Started



## Human Rights Commission

	include a plan to develop relationships with individual City Councilors.		
2.3	Identify barriers to housing affordability and strategies for ending homelessness that center communities of color, are culturally specific and/or responsive, and result in the reduction of disparities in homelessness and rent burden among people of color and people with disabilities in Eugene. Identify and make recommendations to promote alternative home ownership strategies for members of marginalized communities.	Economic Opportunities Work Group Homelessness and Poverty Work Group	Not Started
2.4	Continue to advocate to recognize homeless people as a protected group in all relevant domestic legal frameworks and end policies or measures that discriminate directly or indirectly against homeless people or criminalize, impose fines on or restrict homeless people or behavior associated with being homeless.	Homelessness and Poverty Work Group	Ongoing

### Goal 3 (Advisory role)

Study and recommend actions on civil and human rights and social equity issues in areas of concern to the community and City organization.

Item	Description	Assigned to	Status
3.1	On an as-needed basis, engage with members of culturally marginalized communities (BIPOC, LGBTQ, religious minorities, and people with disabilities) around police reform and efforts to reimagine public safety.	WeCU Work Group	The City did not request WeCU's support on community engagement regarding police issues during FY2022
3.2	In complement with Section 3 of Council Resolution 5274, dated July 24, 2019 (A Resolution Condemning White Nationalism and Alt-Right Activities and Groups)	WeCU Work Group	First phase completed, Second phase ongoing



## Human Rights Commission

	and in conjunction with existing City efforts, conduct research and engage the Eugene community in identifying place and major street names, etc., in Eugene that honor or glorify white supremacy.		
3.3	Identify needs to support long-term economic success of populations who experience systemic economic disadvantages in business creation, access to traditional capital and wealth creation.	Economic Opportunities Work Group	Not Started
3.4	Evaluate current economic development incentives, grants, tax breaks, technical assistance, and other supports in terms of racial justice, and provide recommendations for modifications if appropriate.	Economic Opportunities Work Group	Not Started
3.5	Evaluate current public contracting opportunities for minority-owned and underserved businesses and develop strategies to dramatically increase them.	Economic Opportunities Work Group	Incomplete (requires policy change)
3.6	Research what other cities are doing regarding city-wide programs to address systemic inequity, identify what works and doesn't work, and identify best practices. Keep track of current and proposed efforts within the City of Eugene to promote diversity, equity and inclusion.	WeCU Work Group	This item became redundant as HRNI (now Office of Equity and Community Engagement) were conducting similar research which resulted in the new Office of Equity and Community Engagement; the planning process is ongoing.

### 2021-2022 HRC Work Groups

#### WeCU (Whole Eugene Community United) Work Group

**Objective:** Identify and implement strategies to enhance inclusion of marginalized communities into the larger Eugene community and to help deter or respond to hate, bias and discrimination, including systemic and individual racism, heterosexism, transphobia, anti-Semitism, Islamophobia and ableism.

**Lead:** Daniel Borson, Kris Galago **Supporting Leads:** Ibrahim Hamide, Ibrahim Coulibaly, Scott lemons

#### Homelessness and Poverty Work Group





## Human Rights Commission

**Objective:** Monitor and report on laws and policies that have a disparate impact on people living unhoused; propose policy recommendations to the Eugene City Council on issues related to homelessness and poverty; and engage in advocacy efforts that combat the marginalization of people experiencing homelessness and poverty.

**Lead:** Heather Sielicki **Supporting leads:** Amanda McCluskey, Kirstin London, Scott Lemons

### Advocacy Work Group

**Objective:** Maintain an introspective view of human rights issues in Eugene as they arise and develop advisory communication and recommendations to City Council to respond to and support human rights in Eugene. Develop and implement strategies to promote education, outreach, and public engagement.

**Lead:** Amanda McCluskey **Supporting leads:** Heather Sielicki, Daniel Borson, Kris Galago, Ibrahim Coulibaly

### Economic Opportunities Work Group

**Objective:** Research and recommend strategies to promote economic advancement of marginalized communities.

**Lead:** Ibrahim Coulibaly, **Supporting leads:** Briselda Ortega, Heather Sielicki, Kirstin London



# Human Rights Commission – FY23 Calendar

## September 2022 - HRC meeting on 9/20

- Labor Day – September 5
- Latino/Hispanic Heritage Month  
September 15 - October 15
- International Day of Peace – Sept 21
- Rosh Hashanah September 25-27

## October 2022 - HRC meeting on 10/18

- LGBTQ+ History Month
- Hate and Bias Report Annual Press Release – October 4
- Yom Kippur – October 4-5
- Mawlid – October 7-8
- Sukkot – October 9-16
- Indigenous People's Day – October 10
- Simchat Torah – October 17-18
- Halloween – October 31

## November 2022 - HRC meeting on 11/15

- National Youth Homelessness Awareness month
- Native American Heritage Month
- Transgender Day of Remembrance - 11/20
- Thanksgiving – November 25

## December 2022

No HRC meeting.

## International Human Rights Day celebration on December 10

- Human Rights Week – December 6-12
- International Migrants Day - Dec 18
- Homeless Persons' Memorial Day – December 21
- Christmas – December 25
- Kwanzaa – Dec 26-Jan 1

## January 2023 - HRC meeting 1/17

- Trafficking Awareness Month
- New Year Day – January 1
- MLK Day – January 16

## February 2023 - HRC meeting on 2/21

- Black History Month
- Presidents' Day – February 20

- Blacks In Government (BIG) Annual Banquet
- NAACP Freedom Fund Dinner
- Asian Celebration – (Dates varies)

## March 2023 - HRC meeting on 3/21

- Lent – March 2 – April 14
- Purim – March 6-7
- International Women's Day – Mar. 8
- Ramadan – March 22-April 21
- Transgender Day of Visibility -March 31

## April 2023 - HRC meeting on 4/18

- Good Friday – April 7
- Passover – April 5-13
- Easter – April 9
- Eid al-Fitr (Ramadan ends) – April 21-22
- Earth Day – April 22
- Holocaust Remembrance Day - April 27

## May 2023 - HRC meeting on 5/16

- Asian American and Pacific islander Heritage Month
- Memorial Day – May 30

## June 2023 - HRC meeting on 6/20

- Pride Month
- Juneteenth - June 19
- Eid al-Adha – June 28-29

## July 2023 - No HRC meeting in July

- Independence Day - July 4
- American with Disabilities Act - July 26

## August 2023

HRC planning retreat – Date TBD



## Human Rights Commission

### FY 2023-2024 WORK PLAN

#### Goal 1 (Community-oriented)

Take a leadership role in fostering respect for social equity, civil rights, and human rights in the community by engaging in education, outreach, listening and collaboration.

Item	Description	Assigned to
1.1	Each month, invite different equity, civil and human rights groups to present at meetings or special events on the needs or efforts being made throughout the city.	Advocacy Work Group
1.2	Organize events recognizing National Homelessness Awareness Month and National Homeless Persons' Memorial Day	Homelessness and Poverty Work Group
1.3	Monitor and contribute to efforts and/or policies that assist and/or impact culturally marginalized communities in the City of Eugene.	WeCU Work Group Homelessness and Poverty Work Group
1.4	Promote and support human rights events and efforts in the community	Advocacy Work Group
1.5	Engage members of culturally marginalized communities (BIPOC, LGBTQ, and religious minorities), in coordination with the City of Eugene, regarding the impact of the COVID-19 pandemic on their communities and document themes, trends, and needs. This would be done through on-line listening sessions, and the results compiled into a report to present to the HRC and City Council.	WeCU Work Group
1.6	Review the status of the recommendations in HRC's 2017 Marginalized Voices Report, in light of the current state of political, economic, and societal circumstances locally, statewide and nationally.	WeCU Work Group
1.7	Conduct one or more listening sessions for individuals and families experiencing homelessness and poverty in the City of Eugene.	Homelessness and Poverty Work Group
1.8	Raise awareness for outcomes of Human Rights Commission meetings and work.	Advocacy Work Group
1.9	Research and identify groups in the community, city and county that have overlapping goals with the HRC work plan and goals and provide this information to the HRC so that we can collaborate.	Advocacy Work Group
1.10	Engage unhoused community and community groups, to encourage the reporting of hate and bias incidents to the Office of Equity and Community Engagement (OECE). Elicit feedback and document barriers to reporting.	Homelessness and Poverty Work Group



## Human Rights Commission

1.11	Engage culturally marginalized communities (BIPOC, LGBTQ, religious minorities, and people with disabilities) and community groups, in coordination with the City of Eugene, to encourage the reporting of hate and/or bias crimes and/or incidents to the OECE. Elicit feedback and document barriers to reporting.	WeCU Work Group
1.12	Develop and maintain relations with the EPD liaisons assigned to culturally marginalized communities (BIPOC, LGBTQ, and religious minorities).	WeCU Work Group
1.13	In coordination with the City of Eugene, monitor and contribute to efforts and/or policies that assist culturally marginalized communities in Eugene (BIPOC, LGBTQ, and religious minorities).	WeCU Work Group
1.14	Recognize the unhoused as a discreet social group, suffering discrimination, stigmatization, criminalization and social exclusion based on imputed characteristics in strategies towards eliminating systemic barriers to equitable treatment and accommodation of differences among people.	Homelessness and Poverty Work Group
1.15	Engage in public events, information sessions, and outreach to educate the public about the lived experiences of individuals and families experiencing homelessness and poverty	Homelessness and Poverty Work Group
1.16	Evaluate current barriers to data collection and how these factors affect marginalized communities with wealth creation.	Economic Opportunities Work Group (EOWG)
1.17	Develop an end of the year report to present to the HRC with recommendations on concrete action steps to support the efforts of the EOWG with supporting long-term economic success of marginalized populations in the City of Eugene.	Economic Opportunities Work Group
1.18	Identify barriers to housing affordability and develop strategies to end homelessness, reduce rent burdens, and increase homeownerships that center communities of color and reduce disparities	Homelessness and Poverty Work Group
1.19	Conduct one or more public listening sessions to hear about the lived experiences of individuals and families experiencing homelessness and poverty who engage with City of Eugene staff and contractors, emergency responders, and medical professionals in our community.	Homelessness and Poverty Work Group



## Human Rights Commission

1.20	Identify and advocate for the use of anti-stigma interventions to prevent hate, bias, and discrimination against individuals and families experiencing poverty and homelessness; to promote awareness, understanding, and empathy around the causes and experiences of poverty and homelessness; to build humanizing relationships between unhoused and housed residents in the community	Homelessness and Poverty Work Group
------	---	-------------------------------------

### Goal 2 (Liaison role)

Maintain strategic HRC liaisons and engage in cooperative endeavors with the community and with City of Eugene advisory groups that support civil and human rights and social equity.

Item	Description	Assigned to
2.1	Monitor and contribute to efforts and/or policies that impact unhoused and economically marginalized communities in Eugene.	Homelessness and Poverty Work Group Economic Opportunities Work Group
2.2	Develop a strategy to increase engagement and communication with City Council. The strategy will include a plan to develop relationships with individual City Councilors.	Advocacy Work Group
2.3	Identify barriers to housing affordability and strategies for ending homelessness that center communities of color, are culturally specific and/or responsive, and result in the reduction of disparities in homelessness and rent burden among people of color in the City of Eugene.	Economic Opportunities Work Group Homelessness and Poverty Work Group
2.4	Continue to advocate to recognize homeless people as a protected group in all relevant domestic legal frameworks and end policies or measures that discriminate directly or indirectly against homeless people or criminalize, impose fines on or restrict homeless people or behavior associated with being homeless.	Homelessness and Poverty Work Group
2.5	Identify barriers to housing affordability and strategies for ending homelessness that center on LGBTQIA+ communities, are culturally specific and/or responsive, and result in the reduction of disparities in homelessness and rent burden among people of LGBTQIA+ communities in the City of Eugene.	Homelessness and Poverty Work Group

### Goal 3 (Advisory role)



## Human Rights Commission

Study and recommend actions on civil and human rights and social equity issues in areas of concern to the community and City organization.

Item	Description	Assigned to
3.1	Upon official request, supplement the work of the Ad Hoc Committee on Policing Reform by engaging members of culturally marginalized communities (BIPOC, LGBTQ, and religious minorities) around police reform and efforts to reimagine public safety.	WeCU Work Group
3.2	In complement with Section 3 of Council Resolution 5274, dated July 24, 2019 (A Resolution Condemning White Nationalism and Alt-Right Activities and Groups) and in conjunction with existing City efforts, conduct research and engage the Eugene community in identifying place and major street names, etc., in Eugene that honor or glorify white supremacy.	WeCU Work Group
3.3	Identify needs to support long-term economic success of populations who experience systemic economic disadvantages in business creation, access to traditional capital and wealth creation.	Economic Opportunities Work Group
3.4	Evaluate current economic development incentives, grants, tax breaks, technical assistance, and other supports in terms of racial justice, and provide recommendations for modifications if appropriate.	Economic Opportunities Work Group
3.5	Evaluate current public contracting opportunities for minority-owned and underserved businesses and develop strategies to increase them, such as provide recommendations on the recent City of Eugene proposal to increase from \$25K to \$150K on contracting services.	Economic Opportunities Work Group
3.6	Research what other cities are doing regarding city-wide programs to address systemic inequity, identify what works and doesn't work, and identify best practices. Keep track of current and proposed efforts within the City of Eugene to promote diversity, equity and inclusion.	WeCU Work Group
3.7	Contribute to the development of the City's communications strategy, including the City website, social media, etc., as it relates to culturally marginalized communities (BIPOC, LGBTQ, and religious minorities, and people with disabilities).	WeCU Work Group
3.8	Initiate the formation of a naming committee (or task force) that conducts research and engages the Eugene community in identifying place names and monuments, etc., in Eugene that glorify white supremacy. Prepare a	WeCU Work Group





## Human Rights Commission

	report on the results for HRC and City Council, with recommendations for place names to be considered for renaming and monuments, etc., to be considered for removal/replacement.	
3.09	Monitor and contribute to efforts and/or policies that impact unhoused and economic marginalized communities in Eugene.	Economic Opportunities Work Group Homelessness and Poverty Work Group
3.10	Review trainings, policies, and procedures provided to City of Eugene staff and departments who engage with or make decisions impacting individuals and families experiencing homelessness and poverty and provide recommendations for areas of improvement.	Homelessness and Poverty Work Group
3.11	Identify and advocate for strategies that prevent at-risk renters and homeowners from entering into Homelessness.	Homelessness and Poverty Work Group
3.12	Assess city-funded programs and initiatives directed towards individuals and families experiencing poverty or homelessness based on a human rights score and other qualitative metrics.	Homelessness and Poverty Work Group
3.13	Review and make recommendations on the personnel practices and financial costs associated with camp clearances and citations issued to individuals and families experiencing homelessness and poverty in the City of Eugene and prepare a report for public dissemination.	Homelessness and Poverty Work Group
3.14	Review and make recommendations on disaster response plans for individuals and families experiencing homelessness and poverty who are impacted by natural disaster, hazardous weather events, and changing climate	Homelessness and Poverty Work Group
3.15	Promote the use of guidelines from the United Nations Special Rapporteurs' guidelines for the implementation of the right to adequate housing.	Homelessness and Poverty Work Group
3.16	Explore and provide proposals and alternative procedures for dealing with minor offenses of individuals and families experiencing homelessness to reduce the imposition of criminal penalties for sitting, sleeping, or lying outside on public property, in public ways, or in other places not meant for human habitation when adequate shelter or alternatives cannot be obtained.	Homelessness and Poverty Work Group
3.17	Review and make recommendations on policies and procedures used to monitor the number of beds	Homelessness and Poverty Work Group



## Human Rights Commission

	available at emergency shelters or adequate alternatives during camp clearances.	
3.18	Review and make recommendations for the allocation of resources towards staff and training dedicated to direct service, crisis intervention, and behavioral health within city-funded programs and initiatives serving individuals and families experiencing homelessness and poverty.	Homelessness and Poverty Work Group
3.19	Review and make recommendations for right to and monitoring of adequate housing and emergency shelter programs by examining qualities such as the security of tenure, availability of services, affordability, habitability, accessibility, location, and cultural adequacy.	Homelessness and Poverty Work Group
3.20	Review trainings, policies, and procedures provided to City of Eugene staff and departments who engage with or make decisions impacting individuals experiencing or families impacted by mental illness and mental health crisis and provide recommendations for areas of improvement.	Homelessness and Poverty Work Group
3.21	Review and make recommendations for the allocation of resources towards staff and training dedicated to direct service, crisis intervention, and behavioral health within city-funded programs and initiatives serving individuals and families experiencing homelessness and poverty.	Homelessness and Poverty Work Group

### FY 2023-2024 HRC Work Groups

#### WeCU (Whole Eugene Community United) Work Group

**Objective:** Identify and implement strategies to enhance inclusion of marginalized communities into the larger Eugene community and to help deter or respond to hate, bias and discrimination, including systemic and individual racism, heterosexism, transphobia, anti-Semitism, Islamophobia and ableism.

**Lead:** Kris Galago **Supporting Leads:** Ibrahim Hamide, Ibrahim Coulibaly, Scott lemons

#### Homelessness and Poverty Work Group

**Objective:** Monitor and report on laws and policies that have a disparate impact on people living unhoused; propose policy recommendations to the Eugene City Council on issues related to homelessness and poverty; and engage in advocacy efforts that combat the marginalization of people experiencing homelessness and poverty.

**Lead:** Heather Marek, Blake Burrell **Supporting leads:** Sarai Johnson

#### Advocacy Work Group



## Human Rights Commission

**Objective:** Maintain an introspective view of human rights issues in Eugene as they arise and develop advisory communication and recommendations to City Council to respond to and support human rights in Eugene. Develop and implement strategies to promote education, outreach, and public engagement.

**Lead:** Ibrahim Coulibaly **Supporting leads:** Kris Galago, Heather Marek, Blake Burrell, Briselda Molina

### Economic Opportunities Work Group

**Objective:** Research and recommend strategies to promote economic advancement of marginalized communities.

**Lead:** Briselda Molina **Supporting leads:** Ibrahim Coulibaly

## Eugene Human Rights Commission

### FY 2023 Roster

<b>POSITION 1</b> <b>Briselda Molina Ortega</b> <a href="mailto:bortega.hrc@gmail.com">bortega.hrc@gmail.com</a>	<b>Expires: 6/30/24</b> Appt: 6/2021  Councilor: Evans NA: Active bethel Citizens	<b>POSITION 7</b> <b>Blake Burrell</b> <a href="mailto:Bburrell.hrc@gmail.com">Bburrell.hrc@gmail.com</a>	<b>Expires: 6/30/25</b> Appt: 7/2022  Councilor: Zelenka NA: West University Neighbors
<b>POSITION 2</b> <b>Ibrahim Coulibaly</b> <a href="mailto:lcoulibaly.hrc@gmail.com">lcoulibaly.hrc@gmail.com</a>	<b>Expires: 6/30/23</b> Appt: 7/2017 Re-Appt: 6/2020  Councilor: Syrett NA: River Road Community Organization	<b>POSITION 8</b> <b>Kris Galago</b> <a href="mailto:Kgalago.hrc@gmail.com">Kgalago.hrc@gmail.com</a>	<b>Expires: 6/30/24</b> Appt: 3/2021 Reappointed 6/2021  Councilor: Syrett NA: Santa Clara Community Organization
<b>POSITION 3</b> <b>Heather Marek</b> <a href="mailto:hmarek.hrc@gmail.com">hmarek.hrc@gmail.com</a>	<b>Expires: 6/30/25</b> Re Appt: 6/2022  Councilor: Semple NA: Jefferson Westside Neighbors	<b>POSITION 9</b> <b>VACANT after resignation of            Drae Charles on August 2,            2022</b>	<b>Expires:</b> Appt:  Councilor: NA:
<b>POSITION 4</b> <b>Ibrahim Hamide</b> <a href="mailto:ibhamide@gmail.com">ibhamide@gmail.com</a>	<b>Expires: 6/30/23</b> Appt: 7/2017 Re-Appt: 6/2020  Councilor: Keating NA: Southwest Hills Neighborhood Association	<b>POSITION 10</b> <b>Scott Lemons</b> <a href="mailto:slemons.hrc@gmail.com">slemons.hrc@gmail.com</a>	<b>Expires: 6/30/24</b> Appt: 6/2021  Councilor: Syrett NA: Downtown Neighborhood Association
<b>POSITION 5</b> <b>Thomas Hiura</b> <a href="mailto:thiura.hrc@gmail.com">thiura.hrc@gmail.com</a>	<b>Expires: 6/30/25</b> Appt: 7/2022  Councilor: Semple NA: Far West Neighbors	<b>POSITION 11</b> <b>Councilor Matt Keating</b> <a href="mailto:mkeating@eugene-or.gov">mkeating@eugene-or.gov</a>	Appt: 1/2022
<b>POSITION 6</b> <b>Sarai Johnson</b> <a href="mailto:saraijohnson.hrc@gmail.com">saraijohnson.hrc@gmail.com</a>	<b>Expires: 6/30/2025</b> Appt: 7/2022  Councilor: Clark NA: Cal Young Neighborhood	<b>STAFF</b> <b>Drae Charles</b> ( <a href="mailto:dcharles@eugene-or.gov">dcharles@eugene-or.gov</a> ) (541)682-5277  Office of Equity & Community Engagement   101 W. 10 <sup>th</sup> Avenue, Suite 119, Eugene, OR 97401 541.682-5177   <a href="http://www.eugene-or.gov/hrc">www.eugene-or.gov/hrc</a>   <a href="mailto:humanrights@eugene-or.gov">humanrights@eugene-or.gov</a>	

## FY 2023 - LIAISONS FROM HRC TO OTHER BOARDS, COMMITTEES OR COMMISSIONS

Name of Group	Description	Time Commitment	Commissioner(s)
<b>Community Development Block Grant</b>	Eugene receives federal funds which are awarded to agencies that support a variety of community needs related to housing and other issues. During an annual competitive process, applicants vie for CDBG funding for specific projects. <a href="https://www.eugene-or.gov/281/CDBG-Program">https://www.eugene-or.gov/281/CDBG-Program</a>	2-hour monthly meetings typically for 6 months out of the year, when they are working on funds distribution and projects. Additional meetings and trainings as necessary. 1-year term with possibility to serve 3 terms.	Ibrahim Coulibaly Back up: Vacant
<b>Moving Ahead Transportation Panel</b>	The Moving Ahead Transportation Panel is a collaboration of the City of Eugene and the Lane Transit District (LTD) working with the community to prioritize corridors for near-term enhancements that serve people using transit, biking, walking, and mobility devices. <a href="http://www.movingahead.org/">http://www.movingahead.org/</a>	Meetings as scheduled	Scott Lemons Back up: Ibrahim C.
<b>Vision Zero Task Force</b>	The Vision Zero Task Force will guide the Eugene Vision Zero Action Plan. Members will work together to guide the development of the Plan's goals, policies, actions and performance measures. <a href="https://www.eugene-or.gov/3320/Community-Engagement">https://www.eugene-or.gov/3320/Community-Engagement</a>	Meets monthly	Thomas Hiura Back up: Vacant
<b>Police Commission</b>	The Police Commission mission is to recommend to the City Council, the City Manager, the Police Department, and the people, the resources, preferred policing alternatives, policies and citizens' responsibilities needed to achieve a safe community.	Meets monthly 2 <sup>nd</sup> Thursday, 5:30 – 8:30 p. This has a term of 4 years or as long as a single commissioner term - typically 3 years.	Scott Lemons (Voting)

<b>Council Liaison</b>	City Councilor Liaison from HRC to City Council	1 year, appointed by Mayor	Councilor Matt Keating
<b>Meet with City Manager and Mayor</b>	Mayor and City Manager meet with HRC Chairs and Equity and Human Rights staff	2 hours quarterly	Chair, Vice Chair, and Council Liaison
<b>Civilian Review Board</b>	To increase transparency and public confidence in the police complaint process. We evaluate the work of the independent Police Auditor, from a civilian perspective, about whether the complaint was handled fairly and with due diligence.	Meets monthly, 2 <sup>nd</sup> Tuesday, 3 hours	Vacant Back up: Vacant
<b>Youth Advisory Council</b>	Mayor's Youth Advisory Board is a new group of 15-20 high school age youth enrolled in grades 9-12 (or equivalent) who commit to improving their community and developing as leaders	TBD – As needed	Kris Galago Back up: Thomas Hiura
<b>Housing Policy Board</b>	The Intergovernmental Housing Policy Board (HPB) reviews low-income housing issues and makes policy, funding, and other recommendations regarding affordable housing to Eugene and Lane County governments. The mission of the HPB is to increase the availability of decent, affordable housing for low and very low-income families and individuals in Lane County.  <a href="https://www.eugene-or.gov/838/Housing-Policy-Board">https://www.eugene-or.gov/838/Housing-Policy- Board</a>	Quarterly, 1.5-hour meeting, 1 <sup>st</sup> Monday of the month unless it falls on a holiday, then on following Friday	Blake Burrell Back Up: Vacant
<b>TBL</b>	The Triple Bottom Line, or TBL, is a framework the City of Eugene is using to reach its sustainability goals. It's designed to help us think about and explore the environmental, equity and economic impacts, benefits and trade-offs of our decisions.	As needed	Blake Burrell Back Up: Thomas H.
<b>Sustainability commission</b>	The Sustainability Commission works to create a healthy community now and in the future by proposing measurable solutions to pressing environmental, social and economic concerns to the City of Eugene, its partners	Monthly, Wednesday 5pm	Scott Lemons Back up: Vacant

	and its people. <a href="https://www.eugene-or.gov/38/Sustainability-Commission">https://www.eugene-or.gov/38/Sustainability-Commission</a>		
--	---	--	--



# EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



---

## Work Session: Police Commission Annual Report and FY23 Work Plan

---

Meeting Date: November 14, 2022  
Department: Police Department  
[www.eugene-or.gov](http://www.eugene-or.gov)

Agenda Item Number: 3  
Staff Contact: Holly Mathews  
Contact Telephone Number: 541-682-5852

---

### ISSUE STATEMENT

Annually, the City Council is presented with the Police Commission Annual Report and Work Plan to review its past work and to discuss upcoming work of the Commission. Council will be asked to approve the proposed FY 2023 work plan.

### BACKGROUND

The Police Commission (as governed by EC 2.368) acts as an advisory body to the city council, city manager, and police chief regarding police policy issues.

EC 2.368(4)(b) states that the police commission shall develop a mission statement and a yearly workplan, to be reviewed and approved by the city council, which will articulate how the listed outcomes will be achieved.

During the June 28, 2021, City Council Work Session, leadership from the Police Commission presented the Police Commission Annual Report as well as the proposed FY2022-FY2023 Work Plan; however, a motion was not made to approve the proposed FY2022-FY2023 Work Plan. The Police Commission is currently working from this plan. Leadership from the Police Commission will present to Council the remainder of the FY 2022-FY2023 Work Plan and request approval of the FY2023 Work Plan.

### COUNCIL OPTIONS

The Council could:

1. Approve the proposed FY 2023 Work Plan as presented in Attachment A.
2. Approve the work plan with changes.
3. Request changes to the work plan before approval.

### POSSIBLE MOTION

Move to approve the Police Commission FY 2023 Work Plan as presented in Attachment A.

**CITY MANAGER RECOMMENDATION**

City Manager recommends approval of the FY 2023 Work Plan.

**ATTACHMENTS**

A. Police Commission FY 2022-2023 Annual Report and Work Plan

**FOR MORE INFORMATION**

Staff Contact: Holly Mathews, AIC Police Commission Analyst

Telephone: 541-682-5852

Staff E-Mail: [hmathews@eugene-or.gov](mailto:hmathews@eugene-or.gov)



---

**CITY OF EUGENE  
POLICE COMMISSION**

**FY 2022-23 Annual Report and Work Plan**

Police Commission Members

Dallas Boggs, Chair	Vi Huynh
Bonnie Dominguez, Vice-Chair	Silverio Mogart
Jennifer Yeh, City Councilor	Ian Winbrock
Alan Zelenka, City Councilor	Sean Shivers
Alan Leiman, CRB Liaison	
Scott Lemons, HRC Liaison	

*[www.eugene-or.gov/policecommission](http://www.eugene-or.gov/policecommission)*

For more information on the Eugene Police Commission, please contact:

Holly Mathews, AIC Police Commission Analyst

Phone: (541) 682-5852

[hmathews@eugene-or.gov](mailto:hmathews@eugene-or.gov)

## **Background**

The Eugene Police Commission is a twelve-member volunteer body that acts in an advisory capacity to the City Council, the Chief of Police and the City Manager on police policy and resource issues. The Commission's enabling ordinance, adopted in December of 1998, requires that it develop a work plan for City Council review and approval. In 2013, the Commission moved to a biannual work plan. Major accomplishments over the past five years include the following highlights:

- Implemented plan to increase communications between community and police, created a subcommittee to set goals for outreach, and created monitoring tools (FY2018)
- Continued recommending 21<sup>st</sup> Century Policing concepts of Police Legitimacy be incorporated into policy including guardian mentality and de-escalation (FY 2018)
- Completed a yearlong review of the Drone Pilot Program (FY 2019)
- Reviewed the Department-Issued Cell Phone Procedure (FY 2019)
- Completed a review of homeless related policies believed to place blame on the Police Department for things the Police Commission thinks are out of EPD control (FY 2020)
- Began a review of policies revolving around the Deadly Force Investigations (FY 2020)
- Enhanced outreach efforts by rotating locations, incorporating virtual meetings attending more community meetings and invited groups of officers to the table for information share (FY 2020)
- Embarked on an emergent issue work plan to review policy impacting peaceful protests and riots (FY 2022)
- Reviewed the Peer Support Team Procedure (11.23) to ensure that officer wellness and mental health is a top priority at Eugene Police (FY 2022)
- Ensured gender inclusive and diverse language is consistent throughout all Eugene Police policies and procedures (FY 2022)

## **Police Commission Mission Statement**

The Eugene Police Commission recommends to the City Council, the City Manager, the Eugene Police Department, and the people, the resources, preferred policing alternatives, policies and citizens' responsibilities needed to achieve a safe community. We strive to create a climate of mutual respect and partnership between the community and the Eugene Police Department that helps achieve safety, justice and freedom for all people in Eugene.

## **Police Commission Goals**

As outlined in Ordinance 20398, the objectives of the Eugene Police Commission are to:

- 1) Increase communications between police and the community, leading to a greater understanding of the preferred policing alternatives for this city;
- 2) Identify police policy and resource issues related to preferred policing alternatives;
- 3) Decrease misunderstandings regarding the nature of adopted police policies, practices and approaches;
- 4) Provide input on police policies and procedures that reflect community values; and
- 5) Assist the City Council in balancing community priorities and resources by advising on police resource issues.

## **Biennial Work Plan**

Consistent with Eugene City Code 2.368(4), the Police Commission will continue to submit to the City Council an annual report, drawn from the biennial report created every two years.

## **Police Commission Work Plan Priorities**

### **FY 2022 & FY 2023 Police Commission Work Plan Priorities**

The following items were identified and defined during the May 15, 2021, Police Commission Retreat as areas of focus for the next two-year work plan. The items are prioritized from top to bottom with intent to remain flexible to support emerging issues. The Police Commission anticipates being available to support new policy and process needs that the Community Safety Initiative may require or that Council relays following the recommendations of the Ad-hoc Committee on Police Policy.

<b>Order</b>	<b>FY 2022 &amp; 2023 Commission Community Issues and Priorities</b>	<b>Weighted</b>
	<b>Top 14</b>	
1	<b><i>Officer Wellness and mental health</i></b> – Explore steps that are being done to prioritize officer wellness.	10
2	<b><i>Call center policy procedure and prioritization</i></b> – Reviewing appropriate response level and how it is determined during calls for service.	10
3	<b><i>Gender inclusive and diverse language review</i></b> – Opportunities to update policy.	9
4	<b><i>Discipline matrix policy and procedure</i></b> – to monitor and manage how discipline is conducted.	8
5	<b><i>Diversity, Equity and Inclusion (DEI)</i></b> – quarterly informational sessions	8
6	<b><i>Community outreach and Civic engagement in police policy and input</i></b> – how does Eugene Police use social media and user-friendly graphics to accomplish this outreach and engagement.	8
7	<b><i>Stops threshold</i></b> – threshold at which a voluntary encounter becomes a detainment.	7
8	<b><i>Pepper Ball projectiles</i></b> – Considering it as a default response as opposed to firearms.	7
9	<b><i>Hiring and recruitment</i></b> – ensuring that Eugene Police is actively recruiting and hiring quality candidates to include those of diverse and ethnic backgrounds.	6
10	<b><i>Domestic violence and sexual assault</i></b> – review reporting of such incidents	6
11	<b><i>Downtown Safety</i></b> – ensure that downtown is a safe and inviting place to visit for all walks of life.	6
12	<b><i>Supervisor accountability</i></b> – training and evaluation review.	6
13	<b><i>Data review of stops and use of force</i></b> – monitoring for demographic disparities.	3
14	<b><i>Review of contractors and local non-profit Cahoots, St. Vinnies</i></b> – Present on activities.	3

Order	FY 2022 & 2023 Commission Community Issues and Priorities	Weighted
	<b>Parking Lot</b>	
15	<b>CS gas, HB2928-A</b> – Making sure the policy is in line with the House Bill.	2
16	<b>Duty to intervene and report, HB2929-A</b> – Making sure the policy is in line with the House Bill.	2
17	<b>Crowd management uniforms/officer identification, HB3355-A</b> – Making sure the policy is in line with the House Bill.	2
18	<b>Public private partnerships-</b> how does the department work with local businesses	2
19	<b>No-stop citations</b> –alternatives to [traffic] and stopping folks	2
20	<b>Long Range Acoustics Device (LRAD), HB2928-A</b> – Making sure the policy is in line with the House Bill.	1

***These focus areas are not in priority order. The below spreadsheet is an attempt to capture work completed by the Police Commission in FY2022 and FY2023 Work Plan.***

FY 2022-23 Police Commission Work Plan			Date	Work Performed
Status	On-going Objectives			
In Progress	1	Officer Wellness and mental health - What is being done to prioritize this?	12/9/2021	Peer Support Team Procedure review (11.23)
Completed	3	Gender inclusive and diverse language review – Opportunities to update policy	10/14/2021	Policy Overview Recommendations for 12 Chapters
			11/18/2021	Arrest Policy Review (300)
			11/18/2021	Bias Crimes Policy Review (304)
			12/9/2021	Peer Support & Resiliency Team Proc Review (11.23)
Completed	4	Discipline matrix policy and procedure – to monitor how discipline is conducted (House Bill 2930)	1/28/2022	This is on hold at the State level. A work group has been established through OACP/OSSA.
In progress	5	Diversity, Equity and Inclusion (DEI) – quarterly informational sessions for two years	9/9/2021	Bias Crimes Annual Report
			11/18/2021	Bias Crimes Policy Review (304)
			11/18/2021	Hiring and Recruitment Team Introduction and Update
			12/9/2021	Hiring and Recruitment Recommendations
			3/10/2022	Dr. Johnny Lake DEI Presentation
Completed	6	Community outreach and Civic engagement in police policy and input (social media and user-friendly graphics)	10/14/2021	Social Media Policy Review (220)
In progress	8	Pepper Ball projectiles – Considering it as a default response as opposed to firearms protocol	11/18/2021	Pepper Ball Command Directive Update
Completed	9	Hiring and recruitment	11/18/2021	Hiring and Recruitment Team Introduction and Update
			12/9/2021	Hiring process recommendations for Police Chief
Completed	10	Domestic violence and sexual assault – review reporting of such incidents	6/10/2021	Domestic Violence and Restraining Orders (320)
			4/12/2022	Atty. Lynette Boggs-Perez Presentation
In progress	11	Downtown Safety	6/10/2021	Downtown Safety Conversation
			N/A	Downtown Boundaries Consolidation Update
In progress	12	Supervisor accountability – training and evaluation review		
Completed	13	Data review of stops and use of force – monitoring for demographic disparities	1/13/2022	Review of 2020 Oregon STOPS Data Report



***Additional work completed that was not on the FY2022 and FY2023 Work Plan.***

Status	Emergent Issue	Date	Work Done
Done	Internal Affairs	7/8/2021 & 10/13/22	Cindy Coleman: 2020 and 2021 Annual Reports
Done	Independent Police Auditor	7/8/2021 & 10/13/22	Leia Pitcher: 2020 and 2021 Annual Reports
Done	OACP/OSSA Implementation Checklist	9/9/2021	Ensured all policies affected were updated and/or already had procedures or protocols established.
Done	House Bill 3355--ensure policy is in line	10/14/2021	Civil Disturbance Policy review (317)
Done	Senate Bill 386	11/18/2021	Arrest Policy Review (300)
Done	Senate Bill 418	11/18/2021	Arrest Policy Review (300)
Done	ORS 137.678 & 147.380	11/18/2021	Bias Crimes Policy Review (304)
Done	Standard Review due to age and Ad Hoc Committee on Police Policy	5/12/2022	De-escalation Policy Review (820)
Done	Standard Review due to age	5/12/2022	Vehicle Pursuit Policy Review (814)

**Working Together:**

During FY 2022 and FY 2023, the Police Commission met twelve times through a virtual format. The meetings were all recorded and made available to the public. In June 2022, a hybrid option was offered to Commission members for those who wished to meet in person, with the public continuing to join virtually. The Commission has since met two times using the hybrid option.

In January 2022, the current Human Rights Commission (HRC) Liaison stepped down due to personal reasons. In March 2022, the Police Commission welcomed its new HRC liaison. In June 2022, officer elections for Chair and Vice-Chair took place where the current Chair remained in office and a new Vice-Chair was selected.



## **Work Completed in FY 2022**

The Police Commission had 14 areas of focus to choose from on their FY 2022-23 Work Plan. Out of those, five were categorized as ongoing work. The remaining nine were identified as one-time objectives in which the Police Commission has completed the necessary work for those.

The Police Commission completed review of the following policies and procedures:

- Civil Disturbances (317)
- Arrest (300)
- Peer Support Team Procedure (11.23)
- Domestic Violence and Restraining Orders (320)
- Bias Crime (304)
- Social Media (220)
- Pepper Ball Command Directive (*review complete. Proposal in process*)

In addition to these EPD policy discussions, the Commission conducted the following work in FY 2022:

### **Flexible to support emerging issues:**

- Community Safety Initiative (CSI)—anticipation of new policy and process the CSI may require.
- Ad-hoc Committee on Police Policy—anticipation of new policy and process that stems from the recommendations set forth by the Ad hoc Committee on Police Policy.

### **Highlights of Work Performed:**

- **Gender inclusive and diverse language changes:**  
This effort stemmed from the Diversity, Equity and Inclusion (DEI) work that the Police Commission chose to focus on for their Biannual Work Plan FY 2022 and FY 2023. As a result, revisions to all policies and procedures will include DEI language and aspects over the next two years. Moving forward, any new policy or procedure will include DEI language.
- **Officer wellness (physical and mental health):**  
The Police Commission understands the importance of officer wellness, both physically and mentally, for officers to perform at their best. Healthy officers are critical to ensuring communities are safe and thriving. Members of the Peer Support Resiliency Team gave an overview of the Peer Support Resiliency Team Procedure (11.23) as well as insight to how they support the mental and physical well-being of officers and police personnel. Examples include debriefing of critical incidents (such as an officer involved shooting or the death of a child), training and support classes for employees and their spouses/partners; peer support counseling, exercise classes, and opportunities for staff to get together for fun family focused events such as BBQ's and game nights.
- **Hiring and recruitment**  
Hiring quality police officers is essential for a police department to provide its community with essential services. Historically, the recruitment and hiring of police officers has been relatively easy to do. However, over the past few years, it has become more challenging to attract quality candidates resulting in staffing shortages. The Police Commission recognizes this challenge while also seeing the importance and value of recruiting and hiring candidates who can do the job and who also represent a diverse work force. As a result, the Police Commission met with the Hiring and Recruitment Team and learned of the efforts they are doing to attract talented and capable officers with an emphasis on recruiting women and people of color. In addition, the Police Commission made hiring process recommendations to the Chief of Police.

### **Work Completed in FY 2023**

Out of the 14 areas of focus on the Police Commission FY 2022-23 Work Plan, eight were categorized as ongoing work. The Police Commission managed their time well and were on schedule, despite emerging issues.

During FY 2023, the Commission continued the eight ongoing objectives in addition to completing emerging issues as they arose.

In addition, Commissioner Winbrock and Vice-Chair Dominguez completed the Citizen's Police Academy to improve their ability to help on the Police Commission, with a better understanding of police operations.

### **Flexible to support emerging issues:**

In light of a mass shooting at the WOW Hall in downtown Eugene, an increase of mass shootings across the country (to include public areas such as schools), as well as a string of unruly gatherings in the West University area, prompted the Police Commission to focus on the following topics to complement their two-year work plan:

- School Safety
- Active Shooter Response
- Unruly Gatherings

In addition, Policy Sergeant Julie Smith provided three policies for the Police Commission to review:

- De-escalation (820)
- Vehicle Pursuit (814)
- Mutual Aid (107)

### **Highlights of Work Performed:**

- **Diversity, Equity and Inclusion (DEI):**  
The Police Commission set forth to receive quarterly informational sessions for two years on diversity, equity, and inclusion (DEI). To fulfill this goal, the Police Commission reviewed the Bias Crimes Annual Report and the Bias Crimes Policy (304). In addition, the Hiring and Recruitment Team gave an overview of the on-going efforts to ensure Eugene Police is actively recruiting and hiring quality diverse candidates representing people of color and sexual orientation. Lastly, Dr. Johnny Lake gave an insightful presentation on DEI that was very well-received by the Police Commission.
- **School Safety:**  
In December of 2021, a Tik Tok challenge, in which violent threats were made against schools and school children, rapidly gained ground nationwide. As a result, the Police Commission invited the Eugene School District 4J Student Wellness and School Safety Staff to provide an overview of what the Eugene School District 4J Student Wellness and School Safety program is and how Student Wellness and School Safety staff strive to keep school children and staff safe and well throughout the school year. Later, in the spring of 2022, considering the mass school shooting at Robb Elementary School in Uvalde, Texas, the Police Commission invited the EPD Training Sergeant to provide an outline of how officers are trained to respond to an active shooter situation such as a mass shooting in a public space. The Training Sergeant gave an

overview of ALICE (Alert, Lockdown, Inform, Counter, Evacuate), a method many schools and public entities use in response to an active shooter situation.

- **Domestic violence and sexual assault:**

During the COVID-19 pandemic and nationwide lockdown, the rise of domestic violence and sexual assault cases seemed to surge rapidly. The Police Commission sought to better understand how domestic violence cases are reported and investigated; as well as how offenders are held accountable. To accomplish this goal, the Police Commission reviewed the Domestic Violence and Restraining Orders Policy (320). They also invited Attorney Lynette Boggs-Perez, who is a mediator and represents domestic violence and sexual assault victims in the state of Arkansas, as well as Lane County Deputy District Attorney Kira Stanley, and two members of EPD's Violent Crimes Unit, to speak to how Arkansas and Oregon law enforcement and legal entities handle the reporting, investigating, and the criminal punishment of offenders.

### **On the Horizon:**

The Police Commission ambitiously and curiously continues to work through their FY 2022 and FY 2023 Work Plan with regards to completing work on their eight ongoing objectives while allowing for the discussion and exploration of emerging community issues and needs:

- Call Center policy procedure and prioritization
- Diversity, Equity, and Inclusion (DEI)— quarterly informational sessions
- Stops threshold—threshold at which a voluntary encounter becomes a detainment.
- Supervisor accountability—training and evaluation review
- Officer Wellness and mental health
- Downtown Safety—downtown boundaries consolidation
- Pepperball projectiles
- Mutual Aid (107)